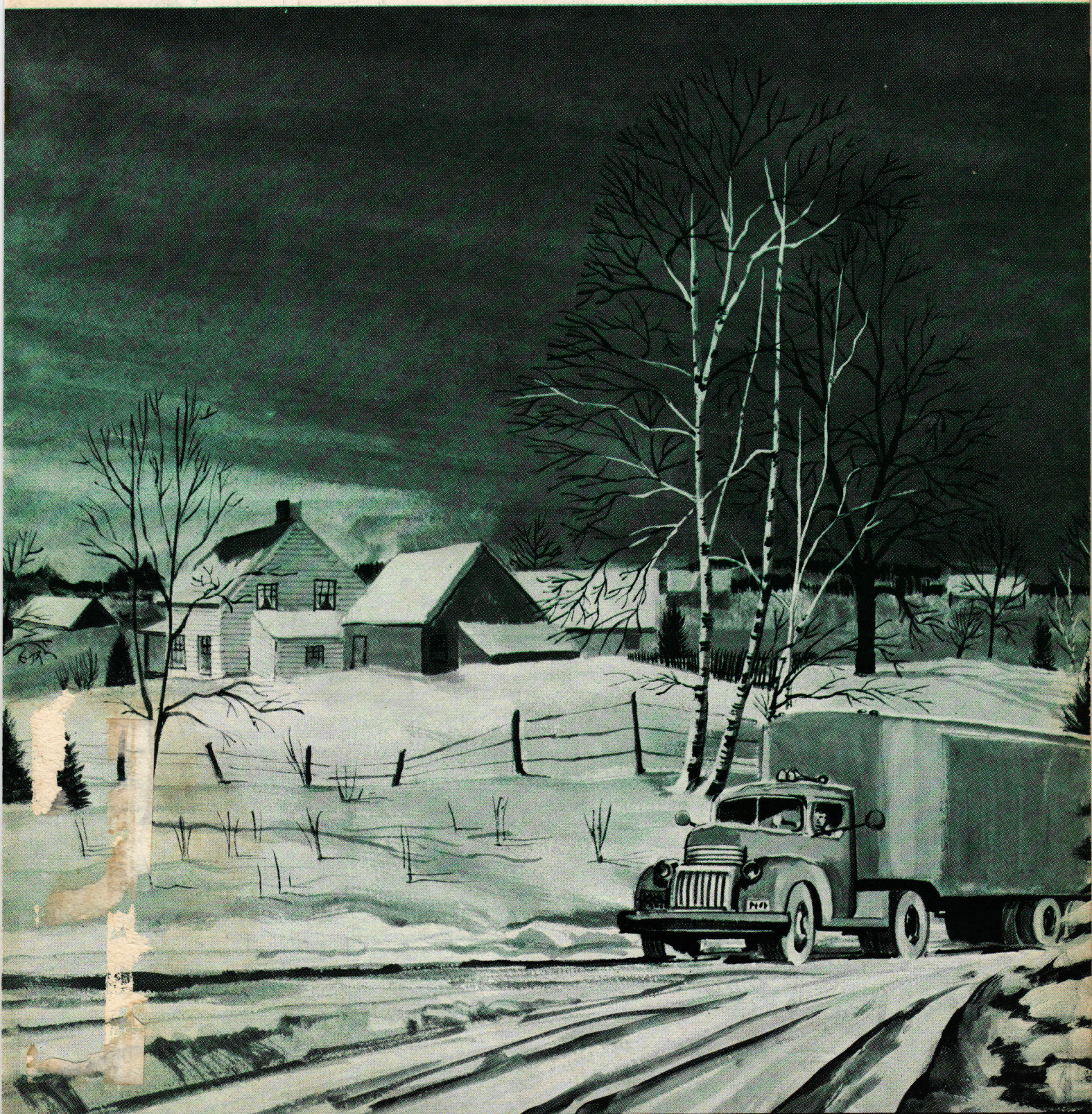
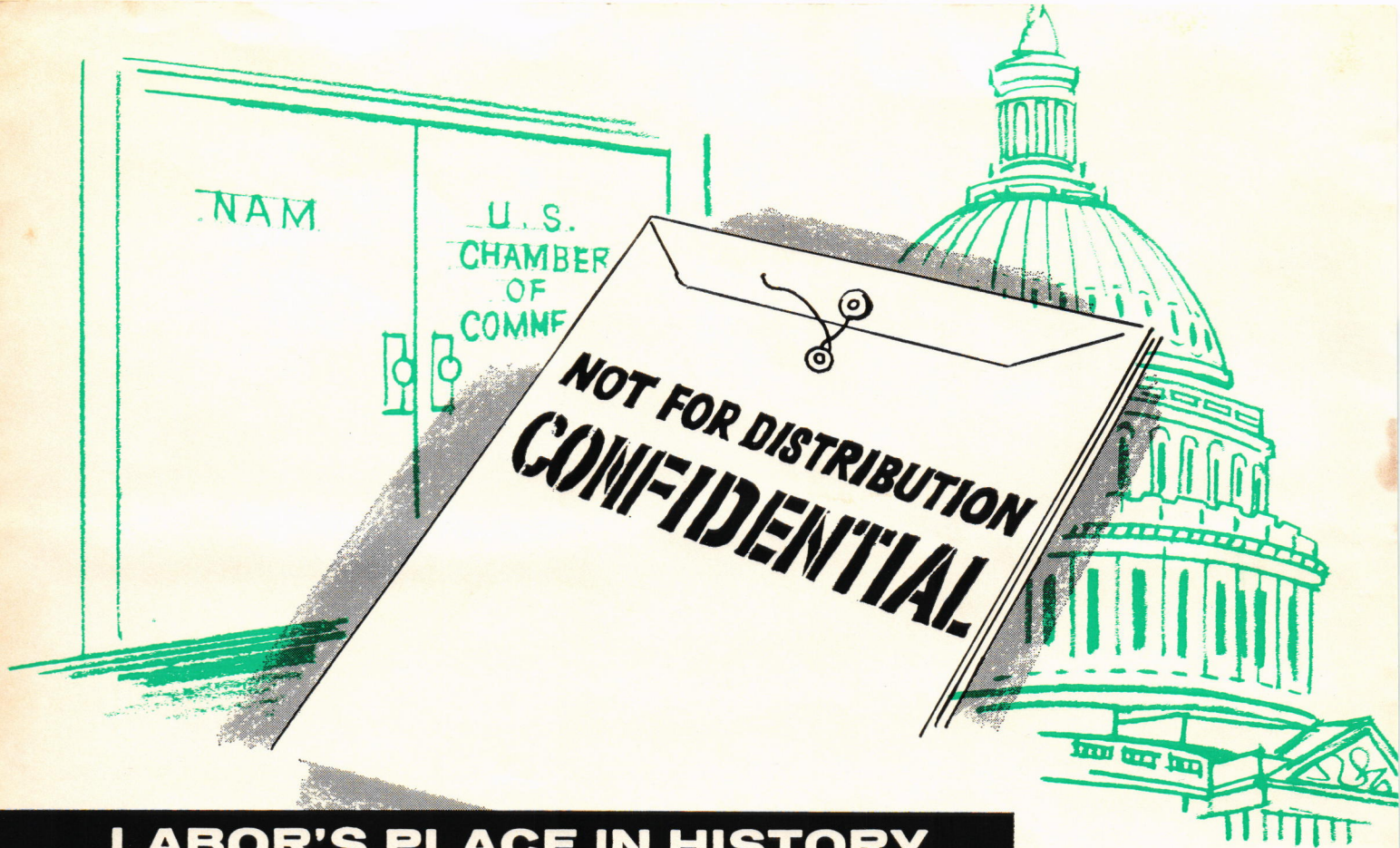


DECEMBER, 1967

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE



Merry Christmas and a Happy New Year



LABOR'S PLACE IN HISTORY

FIVE YEARS AGO, a 3-part series in *The International Teamster* magazine revealed the extent of a gigantic conspiracy of big business to wreck organized labor in the United States.

The latest phase of this long-range program has just come to a close. A new phase is due to begin next year.

"Not for Distribution—Confidential," was the caution on the 37-page report of the initial meeting of the National Assn. of Manufacturers 'Center for the Study of Union Monopoly Power.'

Three goals were listed atop the secret document: (1) to educate the public—including employer members of the NAM and the U.S. Chamber of Commerce—about 'union monopoly power'; (2) to draft union-busting legislation which could command wide support of industry; (3) to find witnesses and prepare for potential congressional hearings on such legislation.

The NAM-Chamber coalition has hewed to the program. With the help of business-oriented publications, less than objective news media, and reactionary publicity hounds, the public brain-washing has been rampant. In a very calculated manner, phase No. 1 has been steadily portrayed and eased into the area of phase No. 2.

Only last month, both the NAM and Chamber completed a 3-month roadshow of so-called 'labor reform workshops' at carefully selected industrial centers around the nation.

At these sessions, Chamber representatives openly sought, as they put it, "to intensify grass roots support for a general overhaul of labor laws." NAM spokesmen peddled a booklet, "Individual Freedom in the Non-Union Plant," accompanied with ear-wringing pleas to businessmen for dollars to finance the battle.

The theme throughout the roadshow encouraged small businessmen and backwoods bosses to urge Congress to consider how to solve the problem of 'union monopoly power.' The friend-of-labor image also was projected; warnings were issued that collective bargaining was endangered by the very same 'union monopoly power.'

So phase No. 2 slithered to a close.

The NAM-Chambered plan dictates that phase No. 3 will be carried in the congressional area. While phases Nos. 1 and 2 were being executed, the foes of organized labor were fastidiously laying the groundwork for phase No. 3.

Union-busting congressmen have introduced and reintroduced an increasing amount of anti-labor measures in the past 5 years. The package is now complete, publicized, and ready for hearings. NAM and Chamber lobbyists are ready in the wings with a raft of pro-business witnesses ready to show how multi-billion-dollar corporations are at the mercy of dues-paying union members.

But now the Vietnam war, not anticipated 5 years ago, has upset the timetable. The NAM and Chamber realize it is an inappropriate time to hurrah Congress with the big labor bugaboo. The nation is faced with more pressing problems.

There are other deterrents also to pushing phase No. 3 as originally planned. Corporate profits are setting record after record, detracting from the claim of labor abuse. Many congressmen are reluctant to go shooting at labor in the upcoming election year.

That means the NAM-Chamber target will have to be a somewhat neutral victim. All indications point to an attack on the National Labor Relations Board in 1968. Industry publications in recent months have been hullabalooing the claim that the NLRB is "unfair" to management. Legislation has been proposed to seek an overhaul of the agency.

Whatever tack the NAM-Chamber assault takes, union members cannot rest easily—for it will be aimed directly at their organizations.

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THE INTERNATIONAL *Teamster* DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume No. 64, No. 12

December, 1967

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**Red Cross Outlines
"What to Do" at
Scene of Accident**



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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From The



FIELD

New York Teamster Receives Citation

Special Social Services, a nationally prominent social work agency active in rehabilitation and the prevention of crime and delinquency, recently cited Bernard Adelstein, secretary-treasurer of Teamster Locals 813 and 1034 and an executive board member of Teamster Joint Council 16 in New York City, for his "unselfish devotion to crime prevention and rehabilitation among needy and deprived children."

In a resolution unanimously adopted by the agency's board of governors, it was noted that Adelstein's "contributions of time, money, clothing, and gifts have provided these children with the opportunity to enjoy summer camp programs as well as to develop their individual abilities."

Adelstein's community service activities have won him wide acclaim, including a citation earlier this year from B'nai B'rith as "labor's man of the year."

Boston Pioneer Died Recently

Alphonse Heerter, a pioneer in the formation of Teamster Local 829 of Boston, Mass., died recently at the age of 54.

Heerter served 2 terms as president of the local union and also represented the brothers 10 years as a business agent.

Resuscitation Effort Fails to Revive Member

Morris Less, president of Teamster Local 216 in San Francisco, Calif., recently received a heartfelt, commendatory letter from R. J. Kilroy, vice president of Lowrie Paving Co., Inc., with which the local union has a contract.

Kilroy noted that everyone at the firm was saddened by the loss of John Young, an employee member of Local 216. Wrote Kilroy:

"John Young was within 2 blocks of our yard when he collapsed. Bob Mangini, one of the members of Local 216, was in the office when the report came in.

"Mangini followed me to the location of Young's collapse and immediately started mouth-to-mouth respiration in a feverish effort to try and revive Young. I have never witnessed anyone trying so hard to do something for a fellow man.

"It is hard to describe the effort of Bob Mangini and the look of disappointment on his face when the ambulance arrived and the attendants reported there was no use in trying further because the man was already dead, a victim of a heart attack."

Teamsters Help Goodwill Drive

Over 100 Teamster drivers donated their driving services to Goodwill Industries' annual clothing collection in Minneapolis last month.

Robert Smith, Teamster chairman of the annual drive and secretary-treasurer of Local 638, called this year's drive "the most successful yet."

"The Teamsters in this area," Smith said, "have been donating their time to this very worthwhile community project for over a dozen years."

The clothing collected this year will provide work for a full 12 months for the handicapped in Minneapolis and its suburbs.

Western Teamster On Farm Commission

Peter Andrade, chairman of the Western Cannery and Food Processing Council of the Western Conference of Teamsters, has been named to the Farm Labor Service Citizens Commission.

Commission members will study the operation of the Farm Labor Service in California and in other states with an eye toward making recommendations for improvements that the Commission hopes will be beneficial to farm workers and their employers.

Veteran Steward Taken by Death

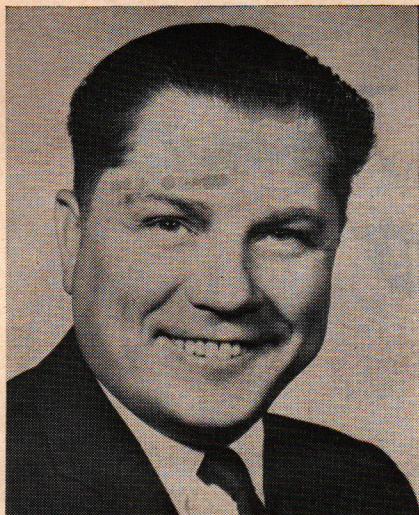
James "Jim" Tobin, a trustee of Local 208 and one of the most active shop stewards in Southern California, died recently after a brief illness.

Tobin was a member of the Teamsters' Union for over 17 years and held many responsible posts in his local union. A member of the California Governor's Safety Council, his contributions to truck safety brought him state-wide recognition by the National Safety Council.

Drivers Honored For Safe Records

Three line drivers who are members of Local 453 have joined the coveted "million-mile" accident-free driving club" after piling up over 30 years of no-accident highway driving.

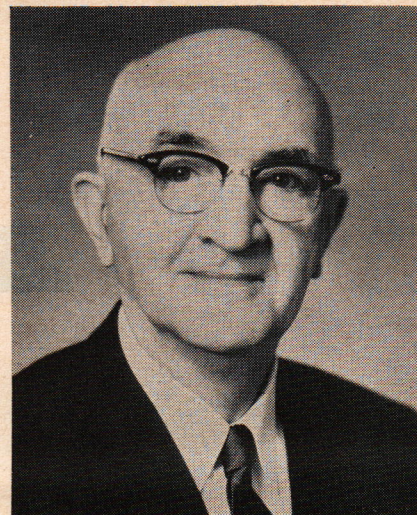
The long-haul Teamsters are Aden Fonner, Bernard Corie and Clarence Sipes, all employees of Eastern Express, Inc. at Bedford, Pa. The men and their wives were honored at a dinner recently. Their total mileage of accident-free driving amounted to 3,129,013 miles.



General President Hoffa



General Vice President Fitzsimmons



General Secretary-Treasurer English

Message of the General Vice President

AS WE come to the year's end, the Christmas Season is upon us. It is a time for Brotherhood and Good Will. Because we in the Teamsters are united in Brotherhood all year long, we can count many, many benefits and because we are so united, we have made more gains this year than ever before.

As we gather with family and friends to renew the true spirit of Christmas, we can make our many blessings even more meaningful if we renew our dedication

to extend those blessings to those who are not as fortunate as we.

In that spirit, on behalf of the entire general executive board, I extend our best wishes for the Holiday Season to each and everyone of you.

Frank C. Fitzsimmons



Joseph Diviny



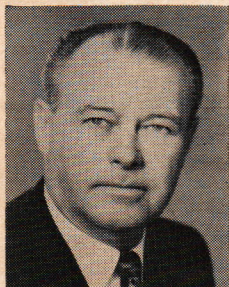
Einar Mohn



Harry Tevis



Thomas Flynn



George Mock



Murray Miller



Harold Gibbons



Joseph Trerotola



Dominick Calabrese



Robert Holmes



Ray Schoessling



William Presser

STATE OF THE UNION

Nearly 13,000 at

Pan-Am, Braniff Balloting Slated for Holiday Period

NEARLY 13,000 workers at Pan-American World Airways and at Braniff International are expected to vote in separate mail ballots during the holiday season in representation elections ordered by the National Mediation Board.

For nearly 8,000 office, clerical, fleet and passenger service employees of Pan-Am, it will be third time they have attempted to dump the Brotherhood of Railway Clerks in favor of representation by the International

Brotherhood of Teamsters airline division.

For some 4,700 Braniff employees with identical job classifications, it will be an initial vote to join the Teamsters' airline division.

Mediators assigned by the NMB were in the process of putting together voter eligibility lists as *The International Teamster* went to press.

Upon completion of the eligibility list, the ballots were due to be mailed almost simultaneously to both Pan-

Am and Braniff workers after a conference with Teamster and BRC representatives.

The BRC, incumbent union at both airline companies, attempted to get a federal court order to halt both elections. The BRC contended that the Board was in error when it gave an ultimatum to the other union to either agree to be on the ballots or forego certification at both Pan-Am and Braniff.

The court, however, upheld the Board decision. As December neared, the BRC still had not committed itself to the ballots at either Pan-Am or Braniff. The BRC is on tenterhooks, having suffered bad election burns in a previous mail ballot.

That was a year ago when the Pan-Am workers voted 3,091 for the Teamsters, 284 for the Transport Workers Union, 137 for the BRC, and 5 votes for other types of representation. That was the second election involving the Teamsters. The first ballot, completed in September, 1966, never got out of the ballot box as the NMB refused to count the votes on a charge that a campaign document was falsely signed.

In its decision ordering a third elec-

Wrapping up an organizational campaign for National Mediation Board elections for nearly 13,000 employees of Pan American World Airways and Braniff International were these representatives from 32 Teamster local unions meeting in Dallas. This particular meeting concerned the Braniff organizing campaign. Local union representatives heard talks from International Vice President Harold J. Gibbons and Henry Breen, director of the Teamsters Union Airline Division.



tion at Pan-Am, the Board candidly admitted that its failure to adhere to its policy—of requiring that the incumbent labor organization (the BRC) have its name appear on the ballot or affirmatively abandon its right to represent the employees—did contribute “to the attendant confusion and uncertainty in this (second) election proceeding.”

“The Board,” continued the decision, “has determined that in the (third) election hereinafter directed, it shall insist upon adherence to the policy set forth above.”

The Teamster Airline Division had pointed out to the Board that its own rules demanded that the BRC appear on the ballot or forfeit its right to represent Pan-Am employees before the second election took place.

Even though the ballots were printed and ready for mailing, the Board—on the eve of the election—capitulated to the BRC request that it be taken off the ballot. The election was further delayed while the Board reprinted the ballots leaving the BRC off.

“Incredible and shocking” were the adjectives applied to the situation by Teamster General Vice President Frank E. Fitzsimmons when he learned of the Board’s order for a third election because of its own mistake.

Meanwhile, the Pan-Am employees

have been without a union contract since last March because management has refused to bargain until there is a clear certification of a union as bargaining agent.

Regarding the forthcoming third election, Fitzsimmons commented:

“We are confident that the employees of Pan-Am will again vote for the Teamsters. We do ask, however, that the Board make no further mistakes in this matter. Its past mistakes have been extremely costly both to the union and to the employees seeking adequate union representation.”

In the Braniff election, Airline Division Director Breen said there was every evidence that the 4,700 workers wished to go Teamster, being tired of poor representation by the BRC.

Delegates from 32 Teamster local unions attended a Braniff system organizational meeting at Dallas in mid-November where a campaign timetable was set up. The group was addressed by International Vice President Harold J. Gibbons.

Breen said that besides the Pan-Am and Braniff campaigns, that the Airline Division had also filed with the NMB for an election covering office, clerical, fleet and passenger service workers at Allegheny Airlines. An estimated 1,000 workers are in the potential bargaining unit.

Schoessling Honored



International Vice President Ray Schoessling, president of Teamster Joint Council 25 in Chicago, was given the 1967 award of honor from Teamster Local 738 of Chicago. Sam Keshen (right), secretary-treasurer of Local 738, made the presentation while Edwin Berry (center), director of the Chicago Urban League, congratulated Schoessling for his activities in the field of human relations.

77 employees were eligible to ballot. The vote count was 57 for the Teamsters, 14 against, and 3 ballots were challenged.

Silvers said the election culminated a 4-week organizing campaign and credited Gene Page of Local 299 with a strong assist in getting the clerical workers signed up.

After 4-Day Strike

Quebec Cartage Teamsters Win Pace-Setting Contract

After a 4-day strike, the best contract ever negotiated in the cartage industry in Quebec was signed between Teamster Local 931 representing 1,500 members and the Quebec Trucking Assn., representing 47 companies.

Romeo Girad, Local 931 secretary-treasurer, chaired the union negotiating committee and was assisted by Jean Lariviere, president of the local union, and a small committee.

More than 1,100 members were in attendance at the ratification meeting where they voted unanimously to accept the settlement. They gave the chairman a standing ovation for his work in the negotiations.

The contract was so good that it won plaudits from Louis Laberge, president of the Quebec Federation of Labor.

Besides substantial wage increases retroactive to last October 1st, the agreement reduced the workweek from 50 hours to 45 hours starting in the second year.

An additional holiday was gained and the vacation schedule was improved to provide for 3 weeks with pay after 10 years on the job.

Also negotiated were gains in night shift differentials, meal allowances, premium pay, and other fringe benefits.

● Credit Office

By a 4-to-1 margin, office employees of the Merchants Credit Bureau of Detroit recently voted for representation by Teamster Local 299 in a National Labor Relations Board.

Ken Silvers, general organizer, said

Local 984 Wins NLRB Case

Monroe Mfg., Co., a division of Continental Oil Co., in Aberdeen, Miss., violated the Act by refusing to bargain with Teamster Local 984 of Memphis, Tenn., according to a recent ruling by the National Labor Relations Board.

The Board said the trial examiner found that the employers’ defense that it was not obligated to bargain was based on its objections to a prior representation proceedings, the inappropriateness of the unit, and the union’s alleged coercion of employees that influenced election results. The company manufactures plastics and related products.

Accordingly, the company was ordered by the Board to cease the unlawful conduct and bargain with Local 984 upon request.

Chicago Editorials

Newspapers React as Expected After Petroleum Strike Ends

Chicago daily newspapers ran true to form after a recent strike by some 3,500 members of Teamster Local 705 succeeded in winning a new 3-year contract in the petroleum industry.

The story can be synopsized in the editorial titles appearing in: The Chicago *Daily News*, "The Public Trapped Again,"—The Chicago *Tribune*, "After the Strike, a Price Increase,"—Chicago *Sun-Times*, "Public's Welfare Comes First."

Typically, the dailies proclaimed that the public would suffer as consumers at the gas pumps; that a 5-day strike such as the petroleum workers conducted should be prohibited.

"The chief losers, of course, will be the public, which will be obliged to pay in higher prices for the increased wages and other benefits to the driver," cried the *Tribune*. "It has been estimated that gasoline prices will go up 3 cents a gallon after the distributors complete negotiations with another unionized group, the filling

station attendants. The attendants naturally will insist on getting increases as good as those obtained by the drivers . . ."

Louis F. Peick, secretary-treasurer of Local 705 and chief negotiator for the union, said the contract will bring a total package estimated at \$2.25 a day for the members involved. The added cost to the employers will run about \$8,000 a day.

Petroleum dealers in Chicago pump 5 million gallons of gas a day. If the price were raised only 1 cent a gallon, the companies would take in an additional \$50,000 daily, increasing their total annual profits by more than \$15,000,000.

Yet the *Tribune* would blame Teamsters Union members for the expected gas hike not yet made. Clearly, should there be a penny gas hike, the Teamster share of the added cost to the consumer would come to less than 2 thousandths of a cent per gallon.

The *Sun-Times* editorial voiced a similar view while ignoring the facts,

saying in part: "The terms of the new Teamster contract will undoubtedly increase the prices of gasoline and oil . . . The public, however, must pay the bill, as it must pay to meet all the increasing costs of an inflationary spiral . . ."

The *Daily News* grabbed the opportunity to make a blanket attack on organized labor, suggesting that the Teamsters had used the "city's millions as pawns in a private dispute with the oil and gas industry." The newspaper concluded that guidelines are needed to prevent suffering that is "the usual fate of the innocent bystander."

Alternatives

The Chicago *American* editorial also threw brickbats at the Teamsters, in essence questioning broadly the right of the members to carry their strike through to victory, asserting such a maneuver would "cripple the public at large."

All 4 newspapers conveniently forgot that there were alternatives, that petroleum management contributed half of the circumstances creating a strike situation, and that there actually had been no crisis and no price hike that could be attributed solely to Teamster gains.

Visitors from London



Recent visitors to Teamster headquarters in Washington, D.C., were these British subjects, in the U.S. to study labor-management matters, among other things. From left to right, John Lane, assistant secretary, road transport division, Ministry of Transport; Philip Edwards, editor, Motor Transport; P. H. R. Turner, Coast Lines, Ltd.; S. C. G. White, London manager, B.R.S. Parcels, Ltd.; G. Page, Lyons & Co., Ltd.; D. E. A. Pettit, S.P.D., Ltd.; L. S. Payne, British Road Services, Ltd. They are shown with Teamster General Vice President Frank E. Fitzsimmons.

Contract Won For 5,000 In California

Four months of negotiations resulted recently in an agreement on a new 3-year contract for about 5,000 Teamsters Union members employed in the Southern California food industry.

The new package, made retroactive to last Sept. 4 when the old contract expired, was ratified by a 3-to-1 margin by the Teamsters affiliated with 13 local unions. Substantial wage increases were won along with improvements in pensions, health and welfare programs, and other benefits.

The settlement was reached with the Food Employers Council despite a prediction by some of the management spokesmen that a strike would occur. There was no Teamster walk-out.

However, some 12,000 meat cutters struck 1,100 retail markets throughout Southern California and received support from Teamster Joint Council 42.

With Kroehler

Furniture Drivers Approve Top Contract in Mail Vote

More than 200 local and over-the-road drivers, loaders, mechanics and related personnel employed by Kroehler Mfg. Co., world's largest maker of upholstered furniture, recently approved a new company-wide contract by a margin of 4-to-1 in a mail ballot.

The 3-year agreement, a renewal of the initial company-wide contract first negotiated in 1964, covers members belonging to 9 different Teamster local unions in 7 states.

E. L. Jennings, business representa-

tive of Teamster Local 745 in Dallas, Tex., and chairman of the union negotiating team, said the agreement contained a substantial wage hike. He added that the company's contributions to the health and welfare and pension programs were increased in accordance with the provisions of the National Master Freight Agreement.

Other gains included a cost-of-living clause as in the National Master Freight Agreement, increased overnight allowances, daily guarantees for

Hoffa Can Receive Christmas Cards

The International Brotherhood of Teamsters has received many inquiries from officers and rank-and-file members of the Teamsters Union, and from officials and members of other International Unions asking whether or not General President James R. Hoffa can receive Christmas Cards.

All will be happy to learn that he can receive cards. His address is James R. Hoffa, Box 1000, Lewisburg, Pennsylvania.

local and over-the-road drivers, an improved vacation plan, and numerous fringe benefits such as protective clothing, winter gear, and so forth. Mechanics received a guarantee for reimbursement of any tools lost through fire on the company premises.

Members from the following local unions are covered in the Kroehler contract: 71 in Charlotte, N.C.; 89 in Louisville, Ky.; 215 in Evansville, Ind.; 392 in Cleveland, Ohio; 438 in Kankakee, Ill.; 673 in Wheaton, Ill.; 693 in Binghamton, N.Y.; 745 in Dallas, Tex.; 957 in Dayton, Ohio.

The Kroehler company is headquartered in Naperville, Ill.

In Cleveland

Winning Mayor Candidate Supported by Ohio DRIVE

Ohio DRIVE and the Ohio DRIVE Ladies Auxiliary sponsored a pre-election rally for Carl B. Stokes who subsequently won election as the mayor of Cleveland.

More than 500 workers, friends, and supporters of the Teamster DRIVE movement in the Cleveland metropolitan area had the opportunity to listen to and personally meet the winning candidate and chat with him and his wife, Shirley.

International Vice President Wil-

liam Presser, president of Ohio DRIVE, and his wife, Faye Presser, president of the Ohio DRIVE Ladies Auxiliary, acted as host and hostess for the event.

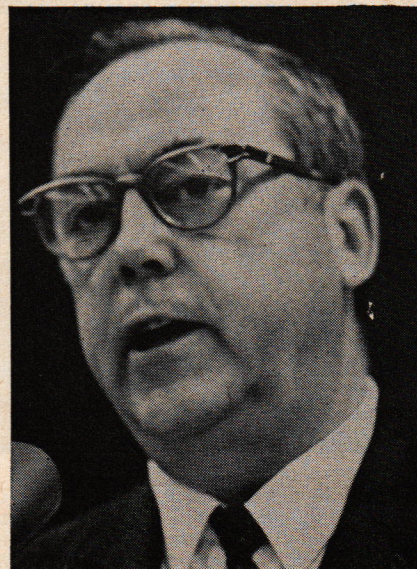
In a brief address, Presser enthusiastically voiced support for Stokes' candidacy, saying he felt Stokes had the "rare quality to lead."

Apparently the voters of Cleveland concurred because slightly more than a week later, Stokes was elected mayor.

International Vice President William Presser, president of Ohio DRIVE, is shown talking at a DRIVE rally with Carl B. Stokes and his wife, Shirley, prior to the Cleveland election in which Stokes emerged as the winning mayoralty candidate. Stokes was supported by DRIVE.



Appointment



Jack J. Jorgensen, president of Teamster Joint Council 32 in Minneapolis, is a newly-appointed special organizer for the International Union.

In New York

NLRB Reinstates Worker Fired for Union Activity

Ryder Truck Rental, Inc., of Syracuse, N.Y., violated the Act by discharging Edward McNamara because of his support for Teamster Local 317 and because he was engaging in concerted activities with other employees, ruled the National Labor Relations Board recently.

The Board agreed with the trial examiner's findings in the case.

McNamara was employed as a mechanic on trucks the company leased to its customers. The shop was not unionized. However, McNamara and other workers were dissatisfied with working conditions and considered union action.

Deferring such plans until they had an opportunity to first discuss their grievances with the company's district manager, McNamara and others presented their problems to management on 3 separate occasions. Mc-

Namara played a prominent role in employee-management discussions and originally had secured authorization cards from Local 317 although no cards were ever signed until the workers had approached the employer on the several occasions.

Apparently dissatisfied with working conditions, the examiner said, McNamara distributed union cards. He also arranged to meet with 2 other employees to discuss unionization of the shop. However, the company's district manager and service manager appeared at the meeting place in a grill and after various verbal exchanges, McNamara was told that he was "done" because he was a "troublemaker and an agitator."

The examiner determined that it was the injection of the union as a factor in McNamara's efforts to secure improvements in working conditions

Teamster and Star

T. R. O'Donnell, president of Teamster Local 817 in New York City, is shown chatting with Julie Andrews on location shooting a new movie, "The Star," a biography of the late Gertrude Lawrence. Local 817 members transported equipment in and around New York City for the production.

which brought about his dismissal. He also found that McNamara's activities were intended for mutual aid and protection and that by discharging him because he was a "troublemaker and an agitator," the employer committed an independent violation of the Act.

The company was ordered by the Board to cease the unlawful conduct, and to reinstate McNamara with back-pay and interest.

Safe Drivers

This group of drivers, all members of Teamster Local 100 in Cincinnati, Ohio, recently received awards from Kroger Co., for a total of 156 years of accident-free driving. Shown at a presentation were (left to right): Edward Wira, 31 years; Harry Kessler, 30 years; Charles Donaldson, 34 years; Mark Meiering, foreman; Robert Saffron, Kroger vice president; William Zimmerman, distribution manager; William Wolfer, 30 years, and Joseph Seiter, 31 years. Donaldson and Kessler died recently.

Major Election Won in Baltimore

A majority of the 285 employees of Barr-Stalfort Co., a division of Pittsburgh Railways in Baltimore, Md., recently voted for representation by Teamster Local 311 in a National Labor Relations Board election.

Leo DaLesio, secretary-treasurer of Local 311, said the workers voted 147 to 136 for the union. Three ballots were challenged and 1 vote was voided.

The bargaining unit is composed of production, laboratory, and warehouse workers along with line operators. The company packages Aerosol products.

During October**International Per Capita Highest Total in 5 Years**

Per capita payments to the International Union for last October totaled 1,641,255, the highest October figure in the last 5 years and 53,795 more than the total for October, 1966.

All four area conferences participated in the gain with more than half the increase—28,394—experienced in the Central Conference of Teamsters. The Southern Conference gained 15,164, Western Conference 9,346, and Eastern Conference 891.

For the initial 10 months of this

year, the average per capita payments to the International Union totaled 1,645,798. It was the highest 10-month figure in the past 5 years, and reflected an increase of close to 54,000 over the same period last year.

Initiation fees paid to the International Union during October totaled 43,259, a slight drop from October of 1966. But the total initiation fees paid in the first 10 months of this year were slightly higher than for the same period last year.

for ceasing to support the union; requesting that employees be urged not to assist the union; telling employees that their termination was the result of union activity; stating that a union would result in reduction of work, and interrogating employees concerning their union activities.

The company was ordered by the Board to cease the unlawful conduct, and bargain with the union upon request.

• Metal Win

Every vote was a Teamster vote when the 33 metal slitters employed by Metal Slitting, Inc., of Long Island, N.Y., balloted recently in a representation election conducted by the National Labor Relations Board.

Unfair Practices**Company Ordered to Bargain With Teamster Local 692**

L. B. Foster Co., of Long Beach, Calif., engaged in extensive and flagrant unfair labor practices in connection with an organizing campaign by Teamster Local 692, according to a recent ruling by the National Labor Relations Board.

The Board decision noted that Local 692 obtained signed authorization cards from 14 of the 18 employees in the appropriate unit at the Foster plant. About the same time, the union filed a representation petition.

Before the election, however, 9 employees were discharged, but since the regional NLRB office found that the workers were fired for lawful economic reasons, the challenges to their ballots were sustained.

Unfair Practices

On the other hand, the examiner concluded that even if the 9 lawfully discharged employees were excluded, the union still represented 5 of the remaining 9 workers in the unit when the representation petition was filed and even on the day of the election.

Moreover, the fact that the union lost the election was due to the employer's unfair labor practices. In this light, despite the fact there was no bargaining violation because the union made no proper bargaining demand, a bargaining order was war-

ranted to prevent the employer from reaping the benefits of its unlawful conduct.

The unfair labor practices of the employer included promising benefits

A Goose Egg

Milton Silverman, president of Teamster Local 810, said it was a unanimous total vote victory as the workers picked the Teamsters while balloting a big goose egg for United Mine Workers District 50.

The company, a metal fabricating shop in Corona, Long Island, was organized under the local union's steel warehouse division.

Community Service

Teamsters pictured here were recently named Torchlighters for their participation in the recent United Givers Fund Drive conducted in Philadelphia. From left to right, seated, Bill Kaiser, president of Local 463; John Greeley, trustee of Local 107; Bob McQuary, International Union auditor. Standing, William L. Greenberg, charity representative Joint Council 53; William P. Davis III, general campaign chairman of the United Fund.



Stretching Out

State Legislatures Approving Longer Tractor Trailer Combos

THEY'RE making them longer these days, and state legislatures have given the stamp of approval, in at least nine instances, to increasing overall truck lengths on combinations.

On designated highways, the limit on three-unit combinations in Idaho has jumped from 65 feet to 98 feet.

Previously with no specified limit, Nevada now places a limit of 70 feet on combinations generally. With the approval of the state, highway department, combinations can go as long as 105 feet.

Three states have upped their limits for tractor-semitrailer-trailer combinations to 65 feet. With previous maximums ranging from 55 to 60 feet, Arkansas, Illinois, Maryland, and Ohio now permit the 65-foot units.

Two-unit combinations in Minnesota and Tennessee can now range to 55 feet, up from a previous limit of 50 feet.

Overall, with special provisions in Idaho, Nevada and Washington, specified limits for special combinations is 55 feet in 21 states, 50 feet in one state and the District of Columbia,

60 feet in four states, and 65 feet in 21 states.

In instances where the rig arrangement exceeds legal limits, carriers are required to have a special permit to operate in violation of legal maximums.

Permissible trucking combinations allowed on state highways, excluding Idaho, Nevada and Washington, are:

Alaska, Arizona, Arkansas, California, Colorado, Hawaii, Illinois, Indiana, Kansas, Louisiana, Maryland, Michigan, Missouri, Nebraska, New Mexico, North Dakota, Ohio, Oklahoma, South Dakota, Texas, Wyoming—65-foot limit.

Delaware, Iowa, Montana, Utah—60-foot limit.

Alabama, Connecticut, Florida, Georgia, Kentucky, Maine, Massachusetts, Minnesota, Mississippi, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Tennessee, Vermont, Virginia, West Virginia, and Wisconsin—55-foot limit.

District of Columbia and Oregon—50-foot limit.

Timmy Feted



Teamster Locals 355, 590, 622, and 937 of Baltimore, Md., played host to a party for Timothy Faas, 4-year-old youngster named March of Dimes Poster Child for 1968. Timmy's father is Michael Faas of Teamster Local 572 in Long Beach, Calif. Shown greeting Timmy with gifts are wives of Baltimore Teamster officials (left to right): Mrs. William Wootton, Mrs. Joseph Townsley, Mrs. Charles Bohn, Mrs. Charles Holland, Mrs. John Sullivan, and Mrs. Paul B. Reynolds.

Firm Ordered To Reinstate Employees

White Chapel Memorial Assn., of Troy, Mich., violated the Act by discharging and transferring 2 employees for engaging in activities for Teamster Local 614 of Pontiac, Mich., and threatening them for engaging in such activities, according to the National Labor Relations Board in a recent ruling.

Affirming the findings of the trial examiner, the Board said hearing evidence showed that Herman Lamb and Robert Hughes had been employed at the company's cemetery for a number of years and that the company had more than a score of regular employees.

Lamb contacted Local 614 and then he, Hughes, and another employee agreed to assist in organizing the employer's operation. Union organizing efforts culminated in a demand for recognition and an election under the auspices of the Michigan state labor board, which the union lost.

Subsequently, Hughes was transferred from the marker department to cutting grass. Lamb was transferred from the marker department to assist an employee who had been hired only weeks prior to Lamb's transfer. Later on, Hughes was discharged.

The examiner found that the management decisions involving Hughes and Lamb stemmed directly from the workers' activities on behalf of the union. He also found that the men had been the object of discharge threats made by a supervisor—a further violation of the Act.

Accordingly, the Board ordered the company to cease the unlawful conduct, reinstate Lamb and Hughes to their former positions, and make Hughes whole for any loss of pay he suffered.

● Hertz Pact

Teamster members employed by Hertz car rental and truck leasing divisions in the Western Conference have approved a new three-year contract calling for wage increases, health and welfare improvements and greater pension contributions in 1968.

The new agreement covers some 600 Teamster members affiliated with 14 local unions.

John Sheridan, chairman of the Conference's Automotive Division, headed the recent negotiations.

Insurance Firm Must Bargain With Local 191

United States Fidelity & Guaranty Co., of Hartford, Conn., violated the Act by refusing to bargain with Teamster Local 191 of Bridgeport, Conn., according to a recent ruling by the National Labor Relations Board.

Admission

Affirming the findings of the trial examiner, the Board said the company admitted that a unit of all claims adjusters employed in Connecticut was appropriate, and that the union was certified as the bargaining representative of the adjusters. The company also admitted that it had refused a recognition and bargaining request tendered by Local 191.

The insurance firm contended that the union's certification was invalid and had no legal affect, and that it had refused to bargain so as to secure judicial review of the regional NLRB director's certification of the union.

Certification

The Board said that in the absence of a clear showing to the contrary, the regional director's decision was presumed correct and that the certification was valid. Moreover, in light of the company's admitted refusal to bargain, the examiner found that the employer had unlawfully refused to bargain.

The insurance company was ordered by the Board to cease the unlawful conduct and bargain with the union upon request.

● United Parcel

More than 800 members from 22 Teamster local unions ranging from Bakersfield, Calif., to the Oregon border recently ratified a new 3-year contract with the United Parcel Delivery system.

The agreement provided for wage increases in each year plus vision care, funeral leave, and gains in the employer's contributions to the health and welfare and pension plans.

A pro-rata pension contribution for part-time employees was included in the settlement. Also negotiated were job-bidding and jurisdictional language.

Teamster Champs



A record of 14 wins and only 4 losses resulted in this team sponsored by Teamster Local 340 of Portland, Me., winning a Little League baseball title. The union has sponsored the club for 12 years, according to Albert Page, secretary-treasurer. The coach is Jim Cote and the manager is Sam Lerman.

Local Union Wins 20-Year Campaign

After 20 years of hammering away at the Philip A. Hunt Chemical Company, Local 807 is now in the position of bringing a union contract to the firm's employees by recently winning a representation election.

The company had successfully eluded organizational efforts by Local 807 by raising wages of its workers whenever the union arrived on the scene. Union negotiators are currently engaged in contract talks.

Western Leisure



Jim Redick, a member of Teamster Local 324 in Salem, Oregon, and his wife recently went hunting with the results shown in this photograph. The deer dressed out at 200 and 170 pounds.

Money Mirage

Affluence Revealed As Myth By Internal Revenue Facts

Nearly half of America's 200 million citizens lives either in poverty or with incomes just sufficient enough to meet essential needs, according to "Statistics of Income, 1965," published recently by the Internal Revenue Service.

Based on the filings of 67.6 million personal income tax returns for the year 1965, the IRS figures refer to adjusted gross income, that is, income before the ordinary deductions and exemptions and before taxes.

One startling fact to come out of the report is that only about 2½ per cent of all American families are lucky enough to have the kind of annual incomes needed for truly affluent living.

IRS statisticians divided the income groups into 4 sections: The lower group in which 48.8 per cent of all individual and family returns reported incomes of \$5,000 or less; the middle group in which 34.8 per cent of all the returns reported incomes ranging between \$5,000 and \$10,000; the comfortable group composed of 14

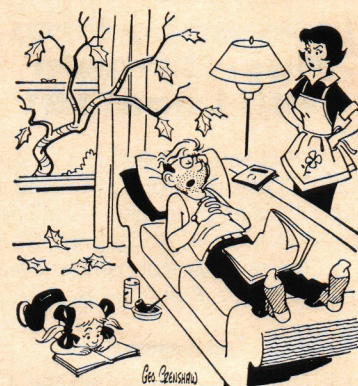
per cent of the returns and in which incomes between \$10,000 and \$20,000 were reported; and finally the affluent group—those with incomes of \$20,000 and up.

The great bulk of tax reports in the lower group accounted for 18 per cent of all the personal income in the nation for the year. Most of the returns came from wage earners although the group included many farmers, small businessmen, and several million senior citizens.

Among the lower group, some 60 per cent had annual incomes of \$3,000 or less—far below the poverty line—and accounted for nearly a third of all the citizens filing income tax returns.

The middle group had an average gross income of \$7,250, according to the IRS. The sum was rated as just enough for a modest scale of living. Most of these people were wage earners or small-salaried workers.

The comfortable group's average income was \$12,900. Together these



"Okey! Okey! . . . I said I'd prune it, didn't I?"

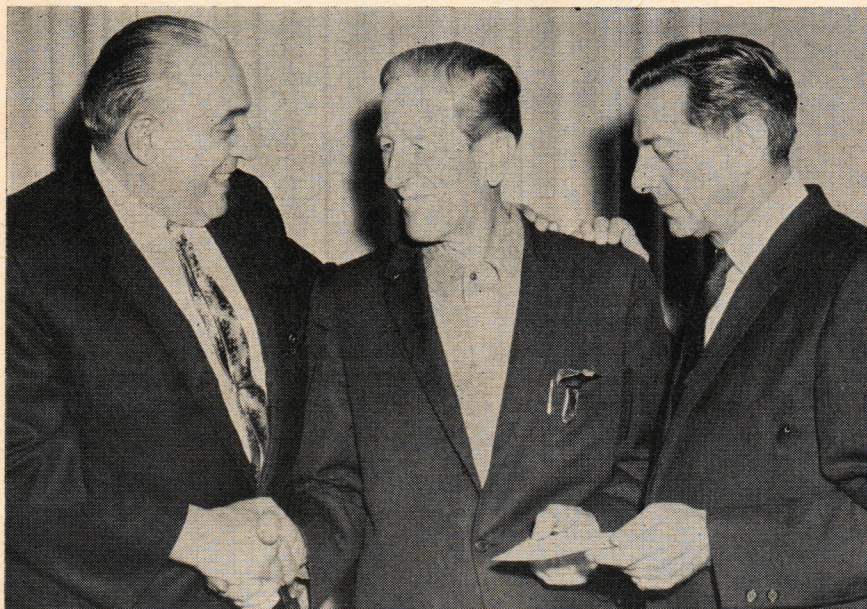
taxpayers accounted for nearly 29 per cent of all personal income.

Richest by far was the affluent group with an average yearly income of more than \$38,000. Most of the money came from capital gains and corporate dividends.

The affluent group, in fact, collected \$8 billion of the total \$13 billion paid out by corporations to all the stockholders in the land.

Some \$6.7 billion of the total \$11 billion net capital gains reported by all taxpayers was also banked by the affluent group.

First Retiree



Willard Krouse (center) is the first member of Teamster Local 410 in Cleveland, Ohio, to retire under the Central States Pension Plan which was negotiated for its members in June, 1965. Krouse, a veteran of 30 years in the vending machine business, is shown receiving his first retirement check from Joseph Fontana (right), president, and Anthony J. Sara, vice president, of Local 410.

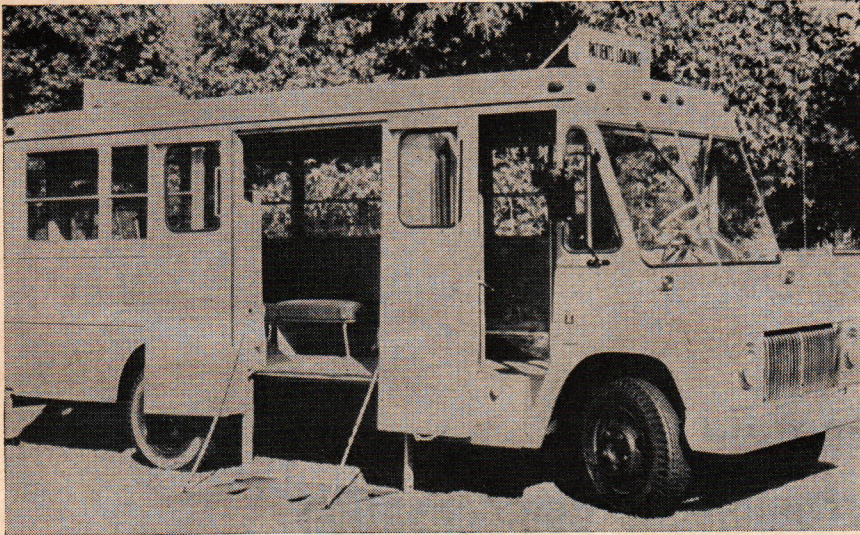
Sen. Clark Hits Delay of Situs Bill

Sen. Joseph S. Clark (D-Pa.), one of the co-sponsors of the new situs picketing bill to be introduced in the next session of Congress—the measure has languished in this session—commented recently:

"It is appalling that this proposal—which represents a simple and straightforward act of justice advocated by Presidents Truman, Eisenhower, Kennedy, and Johnson—has not yet been approved by Congress and that the discriminatory prohibition remains oppressively on the books.

"As a matter of justice and equity, I am aware that repeal of the situs picketing ban would give construction workers only the rights and freedoms enjoyed down through the years by other types of workers . . . I will do everything I can to insure enactment of the repeal legislation."

Local Gift



Teamster Local 701 of North Brunswick, N.J., recently donated this \$10,000 vehicle, plus an \$8,000 endowment to maintain it, to the Welfare Department of Middlesex County in New Jersey. The van will be used for transporting ambulatory patients from their homes to the various rehabilitation centers and hospitals in the county. The gift was made in the name of William J. Nuti and Stephen Tamburina, deceased officers of Local 701.

'Obey the Law'

NLRB Member Urges Business To Honor Organizing 'Rights'

Simple justice as well as federal law should encourage businessmen to not interfere with their employees' right to decide whether they want union representation, said Sam Zagoria, a member of the National Labor Relations Board, in a recent speech.

Zagoria gave the words of advice when addressing a labor-management relations clinic sponsored in Little Rock by the Associated Industries of Arkansas and the Arkansas State Chamber of Commerce.

30 Years Old

"The National Labor Relations Act is a federal law now more than 30 years old and twice reviewed, every comma and period, in the course of the Taft-Hartley and Landrum-Griffin amendments," Zagoria told the businessmen.

"The realists in our midst," he continued, "will recognize that while amendments may be made by Congress from time to time, the basic concept of employee choice is as firmly entrenched on the statute books as the existence of the Federal Reserve Board.

"So if you really want to be brave, let me suggest you speak up—tell your fellow employers that simple justice, as well as the federal law, demand that they obey the law and not interfere with their employees' right to choose whether or not to have a union..."

Executive Suite

Zagoria also encouraged the businessmen to step out of the executive suite occasionally and express their views on issues beyond those immediately affecting their companies.

He said:

National Welfare

"It may be indelicate to say it here, but many believe labor has helped its standing in the community at large by volunteering its support for housing legislation, education legislation, even its views on foreign affairs. I think the national welfare would be advanced if businessmen, too, took the time to formulate views and present them on issues beyond those immediately affecting their companies. Many already do."

100,000

Accidents Caused By Skidding

An estimated 100,000 accidents occur on the highway every year through skidding and most of them could be prevented by proper training, according to Robert Daily, a safety engineer for Liberty Mutual Insurance Co., a major truck insurance firm.

Daily and other representatives of the insurance company go about the country lecturing on skidding and showing by demonstration what kinds of skids there are and what to do about them.

There are 6 types of skids:

—Front-wheel lock, when the car's front tires slip on ice or oil slick, causing the driver to lose steering control.

—Rear-wheel lock, when the driver slams on the brakes on slippery pavement, causing the vehicle to make a 180-degree turn with the rear end of the car whipping around to the front.

—All-wheel lock, when brakes are jammed too hard, causing all 4 wheels to lose traction with the road. The car can slide in any direction.

—Power skid, when the auto is accelerated too fast for road conditions, causing the rear wheels to spin quickly while the vehicle fishtails back and forth.

—Spinouts, caused by entering a turn too fast with the result that the rear end of the car breaks loose and whips the vehicle off the road.

—Hydroplaning, the front tires at high speed literally ride atop a thin film of water with no tire contact with the road; sudden gusts of wind can push the car off the highway.

Daily says there are 4 basic steps to take when a car skids: de-clutch, counter-steer, take the foot off the brakes, and take the foot off the gas pedal.

Local Builds

Teamster Local 384 in Norristown, Pa., recently broke ground for construction of a new headquarters building to better serve the membership.

Participating in the ground-breaking ceremonies—at the invitation of Robert Kohn, Local 384 secretary-treasurer, were International Vice President Harry Tevis of Pittsburgh, International Trustee Maurice Schurr of Philadelphia, and Albert Sabin, president of Philadelphia Joint Council 53.

Government-Paid**Judge Recommends Compensation
For All Victims of Auto Wrecks**

Samuel H. Hofstadter, a Justice of the New York State Supreme Court, recently proposed a compensation plan under which all injured persons would be indemnified for their actual loss as a result of automobile accidents.

The jurist further recommended that the plan be federal in nature or administered by the states in the acknowledgment that "society—collectively through insurance—must bear the burden of the damage it causes."

Some form of compensation is necessary, emphasized the judge, because so many traffic accident victims received absolutely nothing for their injuries.

Following is the complete text of a letter written by Justice Hofstadter which appeared in the Nov. 12, 1967, edition of the Washington (D.C.) *Post*:

The existing system of compensating victims of automobile accidents is outmoded. Under the conventional method of dealing with them in court actions, the scales of social justice are sadly askew. A better one must be devised.

The basic solution must be found in a Compensation Plan—preferably at the federal level—under which all

injured persons without regard to the element of fault would be indemnified for their actual loss.

Under prevailing legal rules governing automobile accident cases, 40 per cent of cases tried end in no recovery; on a countrywide basis, 37 per cent of all traffic victims receive nothing for injuries.

Accidents have kept pace with ever-increasing highway use. The 1967 Pocket Data Book of the U.S. Department of Commerce discloses that traffic deaths have increased from 35,000 in 1950 to 49,000 in 1965; they constitute a major cause of death, rising from 23.1 deaths per 100,000 of our population in 1950 to 25.2 such deaths in 1965. There are, in addition, several million nonfatal injuries annually.

With 90 million automobiles on 3 million miles of paved roads, the motor vehicle has become a national institution—and a national problem.

The federal government is inextricably involved in automobile accident prevention. It is now in order for it to be equally concerned with the effects and results of this carnage.

The use of the automobile is of continental scope—in every aspect of

our national life. It is entwined in the stream of interstate commerce and conditions our national economy. Indeed, it is not unusual to cross by auto several state lines in the course of a single, normal day's activity in business or pleasure.

Constitutionally as well as pragmatically, then, federal action in this area is warranted. The correct prescription is a Federal Highway Compensation Statute along the lines of Workmen's Compensation Acts.

A federal Act would impose a uniform national standard in a transitory situation having no local situs. Under such a compensation plan, all victims of vehicular accidents would be indemnified for all actual loss. Its operative premise is that our preoccupation ought to be with reparation, not with fault. We must renounce the "central myth" that auto accidents are avoidable, and recognize that they are caused not so much by man as by his instrumentality—a dangerous weapon easily accessible to both the skilled and the untutored, to the prudent, the careless and the callous alike.

We must acknowledge that society—collectively through insurance—must bear the burden of the damage it causes.

The lethal nature of motor vehicles and the sheer weight of their numbers which render auto accidents statistically inevitable, divests them of purely private concern—the subject of litigation predicated on fault in the conventional judicial forum—a state court. They require different processing for they present a national, societal

problem, not a judicial one—not individual, nor local.

Whether the administration of a federal compensation system should be conducted by the central government or be delegated to the several states, because fatalities and injuries have local consequences, is a matter of legislative detail to be determined after due consideration.

Dip Deeper, Boys

State and Local Taxes Rise An Average \$25 Per Person

WHETHER we like it or not, it's costing more and more to run state and local governments.

In fiscal 1966—which ended just a year ago—the Commerce Clearing House reports Americans paid an average of \$290 in taxes to state and local governments. This is a jump of \$25 from the previous period.

Per capita state-local tax burdens—which grew heavier in every state—ranged from a low of \$181 in South Carolina to a high of \$410 in New York. South Carolina replaced Arkansas at the bottom of the list while revised figures showed New York at the top of the list both years.

Tax Burden

Topping the state-by-state list behind New York were California at \$395 and Hawaii at \$365. At the other end of the tax tally, the per capita tax burden of six states did not reach the \$200 level. The median state and local per capita tax burden was \$287, a gain of \$32 over last year, according to the CCH study of Census Bureau statistics.

Although New York was the only state to go over the \$400 mark, fourteen other states—California, Colorado, Connecticut, Delaware, Hawaii, Iowa, Kansas, Massachusetts, Michigan, Minnesota, Nevada, Washington, Wisconsin and Wyoming—and the District of Columbia had per capita tax burdens of over \$300.

In 1965, only six states passed this figure. At the bottom of the scale, however, there was less difference. In 1966 eleven states—Alabama, Arkansas, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Texas, Virginia and West Virginia—had per capita tax burdens of

\$220 or under, while in 1965, thirteen states fell in this category.

Amounts of the increases in per capita tax burdens over fiscal 1965 ranged from a low of \$11 in North Dakota to a high of \$67 in Hawaii. In addition to North Dakota, five states—Alabama, Georgia, Mississippi, Tennessee and Texas—had increases of \$15 or less while five states beside Hawaii—Colorado, Idaho, Washington and Wyoming—had increases of over

\$40. Increases in the remaining states ranged from \$16 to \$40.

State and local tax collections rose to the record high of \$56.7 billion during the period—a jump of \$5.5 billion, CCH reported. Leading the way was New York with collections of \$7.485 billion. Close behind was California, collecting \$7.478 billion. Two states—Illinois and Pennsylvania—topped the \$3 billion mark, and three—Michigan, Ohio and Texas—collected over \$2 billion each. Over \$1 billion was collected by each of nine states—Florida, Indiana, Maryland, Massachusetts, Minnesota, Missouri, New Jersey, North Carolina and Wisconsin.

● Dairy Vote

A majority of the 35 drivers and inside workers at Yegen Dairy, a division of Land O'Lakes, Inc., at Bismarck, N.D., voted for representation by Teamster Local 123 in a recent National Labor Relations Board election.

Dewain Nelson, Local 123 business representative, said the ballot count was 24 to 7 for the Teamsters. One ballot was voided.

Organizing Win



This part of the committee responsible for a National Labor Relations Board representation election victory at Columbia Broadcasting System's record factory in Terre Haute, Ind., following an organizing campaign by Teamster Local 144. More than 300 shipping department employees went Teamster. Shown (left to right) are: Standing—Robert Spencer, assistant business agent; Thomas Royce, and Charles Miller, president of Local 144; Seated—Joy Cain, Gene Hooker, and Loretta Powell. Other campaigners not present for the photo were: Mabel Boyd, Mary Francis Monday, Jerry Tennis, Mable Haynes, Thelma Muncie, Marilyn Starr, Carolyn Kellett, and Elmer Morlan.

Local 901 Scores

Puerto Rico Gains 350 Members In 5 NLRB Election Victories

Teamster Local 901, headquartered in Santurce, P.R., gained some 350 new members in recent representation elections conducted by the National Labor Relations Board.

Luis E. Pagan, secretary-treasurer of the local union, said the 5 election wins were scored at:

—Phelps Dodge Puerto Rico Corp., an electrical wiring company, where production and maintenance workers voted 75 to 36 for the Teamsters. There are 121 workers in the new unit.

—Commonwealth Theatres of Puerto Rico, a movie house chain, where 115 movie projectionists, cashiers, ushers, porters, and janitors voted 97 to 10 for the union.

—Red Rooster Restaurant, Inc., where cooks, waitresses, dishwashers, and bus boys voted Teamster by a count of 38 to 6. There are 48 workers in the unit.

—Circuito Teatral Llamas, another movie house chain in which projectionists, cashiers, doormen, ushers, janitors, and maintenance men voted

35 to 3 for Local 901. The unit has 43 workers.

—Promotora de Ventas, Inc., a print shop where production and maintenance workers voted 9 to 3 for the Teamsters. There are 14 in the unit.

Bridgemen Go Teamster In New York

Teamster Local 237 of New York City recently established a beachhead in a new area as bridge operators voted to be represented by the local union which has 15,000 members employed in city and state government work.

The bridge operators, who tend the network of bridges spanning metropolitan New York City, voted overwhelmingly for the Teamsters over a Building Service Employees local union.

Included in the new unit, according to Barry Feinstein, Local 237 presi-

Memorial



Plans for a memorial research laboratory honoring the late Michael J. Fomusa, secretary-treasurer of Teamster Local 738 in Chicago, were announced recently by the American Medical Center of Denver. Fomusa was a member of an advisory board for the medical center which is a free, non-sectarian hospital for the treatment of cancer and other chest disease. He was a victim of cancer. International Vice President Ray Schoessling of Chicago was scheduled to speak at a December dinner to raise funds for the laboratory.

Breakthrough



Teamster Local 590 and the Sherwood Plymouth Agency of Baltimore, Md., recently reached agreement on a 3-year contract covering the company's new and used car salesmen, the first settlement of its kind in the state of Maryland. Shown at the bargaining table are (left to right): William H. Wootton, secretary-treasurer of Local 590; Daniel Smedley, employee representative; Raymond Cluster, company lawyer; John R. Sherwood and Robert Rogers, president and vice president respectively of the firm.

dent, are bridge operators, assistant bridge operators, and bridge operators in charge—all employed in the city's department of public works.

Feinstein said the local union immediately entered into negotiations with the New York City Office of Labor Relations for salary increases and improved working conditions.

Assisting in the negotiations were Edward Cervo, Feinstein's administrative aide; Leonard Gordon, acting chairman of the group; and Ed Dale, Charles Weigold, Henry Barbour, Charles Florio—all members of the negotiating committee.

● Agreement

Warehousemen employed at American Warehouse Corp., a public warehouse handling groceries in Jacksonville, Fla., recently voted 11 to 1 as they ratified an agreement negotiated by Teamster Local 512, according to Herbert A. Mullaly, secretary-treasurer.

Rewarding Experience

Oakland Teamsters Help Vietnam Vet Amputees

Several Teamsters Union members in the Oakland Bay Area have been instrumental in forming a committee to deal with the problems of Vietnam amputees at the Oak Knoll Naval Hospital in Oakland, Calif.

They have helped to form a committee dedicated to the rehabilitation and encouragement of the disabled veterans.

With the aid of members of a group of 2-way radio operators known as Citizen Ban Radio, they established the "Citizen Ban Project Rehabilitation Committee."

"CB Project RC" got rolling after the radio operators joined together to finance a trip from Texas for the mother of an amputee at Oak Knoll. The experience proved so rewarding that the committee was shaped up and since has sponsored a number of birthday parties, and even hunting and fishing trips for the amputees.

Johnny Rodgers, a member of Teamster Local 70 in Oakland, loaned his boat for the fishing trip and the committee members joined a group of amputees for a day of deep sea fishing.

The hunting trip also was a success, thanks in part to the city of Eureka, Calif., which provided transportation and rooms for the Oak Knoll patients who went along. Although confined to wheelchairs, the veterans scored 11 deer kills.

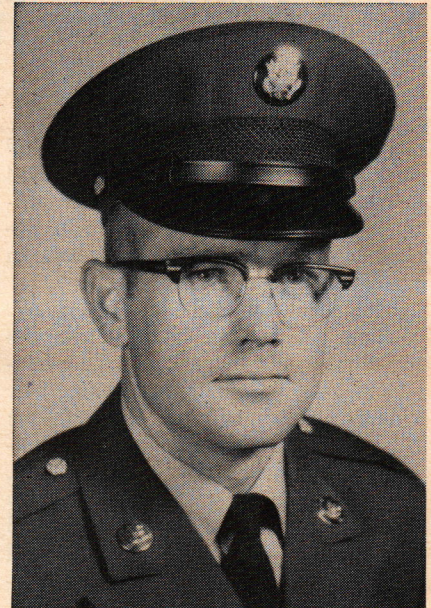
The Teamsters and radio operators have held spaghetti dinners, barbecues, and other events for the amputees.

As of late, the CP Project RC has taken on a new task. With the aid of the city of Concord, Calif., they are attempting to place qualified amputees in radio operator jobs at Bay Area police and fire stations.

Chuck Mack, Local 70 business agent, identified the Teamsters lending their time and energy to the program as: Danny Abrew, Clarence Hamm, Al Mancuso, Angelo Pandolfi, and Wayne Stommel, all of Local 70; Clarence Cabral of Teamster Local 302 in Oakland; Al Tercheria of Teamster Local 468 in Oakland, and Jim Rutter of Teamster Local 750, also in Oakland.

Mack has appealed to Teamsters everywhere for financial aid to further the amputee program. He said contributions should be made to: CM Project RC, 1201 Lincoln Ave., Alameda, Calif.

Soldier



Robert L. Burford, a member of Teamster Local 968 of Houston, Tex., and now a Specialist 4th class in the army, recently was named "soldier of the month" at Tuy Hoa, Vietnam. Burford, a former driver for Yellow Transit, is assigned to the 24th transport company.

● Humane Society

Employees at the Oregon Humane Society in Portland, Ore., voted 10 to 0 in favor of representation by Teamster Local 809 in an election conducted recently by the Oregon State Labor Commission.

Retiree Gives Thanks For Pension

C. K. Arden, President,
Teamster Local 215,
Evansville, Ind.

Dear Sir and Brother:

I have been affiliated with the Teamsters Union for over 30 years and I have now retired and am receiving a pension. I am very proud and happy to be able to retire on a pension which makes it possible for me to live in security. I owe all this to the local union and International Brotherhood of Teamsters which negotiated the pension plan, and I want to express my appreciation to them.

Fraternally,

s/Elza P. Skelton,
Evansville, Ind.

Kraft Contract



Some 500 members of Teamster Local 528 in Atlanta, Ga., recently ratified their contract with Kraft Foods. Shown at the contract signing are (left to right): Seated—M. R. Volkers, Kraft plant manager; R. C. Cook, president of Local 528; Art Gloer, Kraft distribution manager; Standing—Byron Painter, Billy Puckett, Hugh Curbow, John Carson, Joel Corona, and James Hammonds, members of the union negotiating committee; Bob Burgess, Bill Porter, and Bob West, Kraft officials. Herman Thompson, a member of the union committee, was absent when the photo was taken.

Prominent Guests

15,000 Attend First Outing Of Hialeah, Fla., Local Union

Members of Teamster Local 769 in Hialeah, Fla., their families and guests—totaling 15,000 people—participated in the local union's first annual "Day" at an amusement park in nearby Dania, Fla., recently.

The local union headed by J. W. Morgan, president, retained the entire Pirates World park for the exclusive benefit of the membership. The kiddies, big and little, enjoyed free rides, snacks, popped Teamster balloons and generally had a happy time.

Throughout the day, the local union distributed prizes including boys and girls bicycles, ladies hair dryers, and fishing rods and reels in hourly drawings.

Numerous guests helped to make the initial outing one of the biggest of its kind ever held in the Miami area. Invited guests included: Sherman Winn, mayor of North Miami; William McDonald, mayor of North Miami Beach; Kenton N. Wells, mayor of Opa Locka (he also is a

business representative for Local 769; Circuit Court Judge Jack Falk; Ed Stevenson, president of the Dade County Central Labor Federation AFL-CIO; Joe E. Henry, president of the Dade County Building and Construction Trades Department, and Richard Nell, business manager of Operating Engineers Local 675 in Ft. Lauderdale, Fla.

• Dallas Win

A substantial majority of the nearly 400 employees of Affiliated Foods in Dallas, Tex., recently voted for representation by Teamster Local 745 in a National Labor Relations Board election.

C. M. Roseborough, assistant business representative for the local union, said an agreement providing large wage increases and other benefits was negotiated soon after the election victory.

'Friendship Route'



"Friendship Route," a program sponsored by Teamster Local 676 of Collingswood, N.J., for the past 2 years to help needy families, went into action again recently with a load of food, clothing, and school books for the Appalachian area. Shown loading the truck donated by Cross Transportation are John P. Greeley, president of Local 676, and Dale Lasher and William McClellan, members who donated their driving time.

Ohio Firm Ordered to Bargain

The Maxwell Co., of Ironton, Ohio, acted unlawfully by refusing to bargain with Teamster Local 413 of Columbus, Ohio, and discharging drivers for engaging in a strike, according to a recent National Labor Relations Board ruling.

Sustaining the trial examiner, the Board said evidence established that the union conducted an organizational campaign among the drivers of leased equipment at the employer's Ironton office, including the owner-drivers, and thereafter requested recognition.

The employer rejected the request, contending the drivers were independent contractors. The union then struck and picketed the Ironton office. The picketing was enjoined by a state court and the employer subsequently notified all the owners of leased equipment who failed to appear at the company's premises to accept hauling assignments that it was cancelling its contract with them because they had not made their equipment available. The union requested recognition, but the employer refused and executed new contracts with some of the owners.



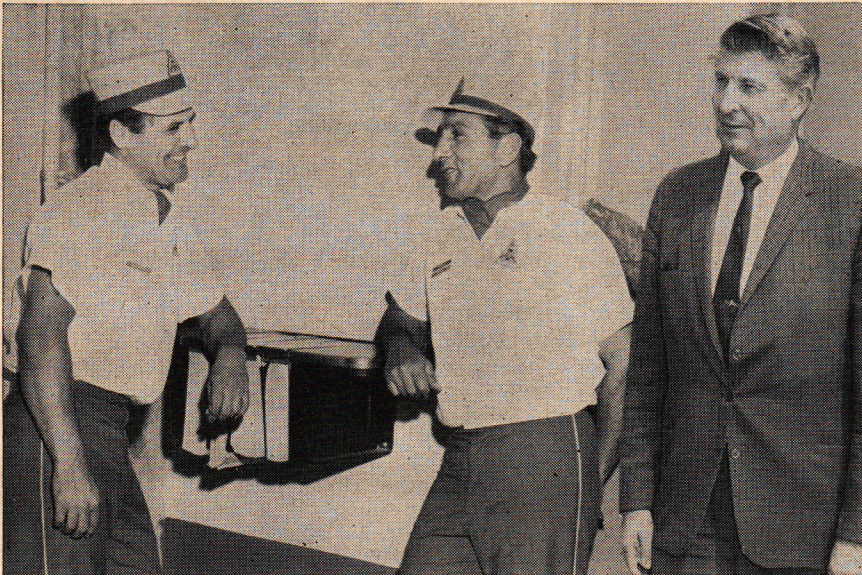
Shown with some of the officers of Teamster Local 769 of Hialeah, Fla., at the local union's first annual "Day" at an amusement park are some of the younger members of the crowd of 15,000 taking part in the event. Officers in the photo include President J. W. Morgan, Secretary-Treasurer Norman Goldstein, Vice President Charlie Rose, and Kenton Wells, business representative.

The Ole Ball Park

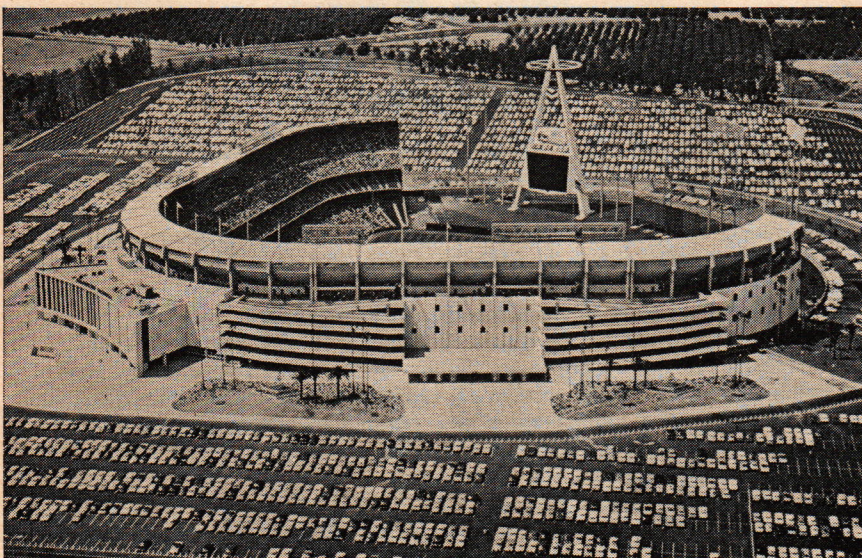
Teamsters Handle Parking At California Angel House

Parking problems are a common challenge today, but members of Teamster Local 235 rise to the occasion when they handle the parking chores for the thousands of cars that park at Anaheim Stadium, home of the California Angels baseball club.

Since the stadium, considered one of the most modern in the nation, was opened for diamond contests in April of 1966, the Teamsters have been moving the traffic in and out with a spirit tuned to speed and mobility.



Pete Kurbatoff (right), secretary-treasurer of Teamster Local 235, is shown with Harold Holstenberg (left), and Frank Terrizi (center), picket captains in charge of handling parking at the Anaheim Stadium, home of the California Angels. The Teamsters are charged with preventing snafus on the stadium's 12,000-car lot.



Home of the California Angels, this stadium in Anaheim, Calif., seats 45,000 and most of the fans drive to the game resulting in the mammoth auto-filled lot as seen here. Teamsters handle the parking chores.

Both the stadium management and Pete Kurbatoff, secretary-treasurer of Local 235 have joined together—with the help of the union membership—to iron out the traffic problems on a parking lot that can handle more than 12,000 automobiles. The result is that getting the baseball patrons to and from their spot in the 45,000-seat arena has become one of the slickest operations on the sports scene.

Members of Local 235 also handle all the cashier work for the Anaheim Stadium. Cashier and parking jobs are also filled by the members at the nearby Orange County convention center.

The stadium cost \$24 million to build and the price for construction of the convention center was \$15 million. Between the 2 structures, they serve as the nerve center for a booming multi-million-dollar tourist business. The Teamsters keep the autos moving and help the visitors through the turnstiles.

● Public Bus

A large majority of the 15 bus drivers employed by Johnson County Suburban Lines, Inc., of Kansas City, Mo., voted for representation by Teamster Local 552 in a recent National Labor Relations Board election.

F. D. McGuyre, president of Local 552, said the ballot count was 10 for the Teamsters, 2 "no union" votes, and the BRT failed to get any votes at all. One ballot was challenged.

Child Labor Regulations Revised

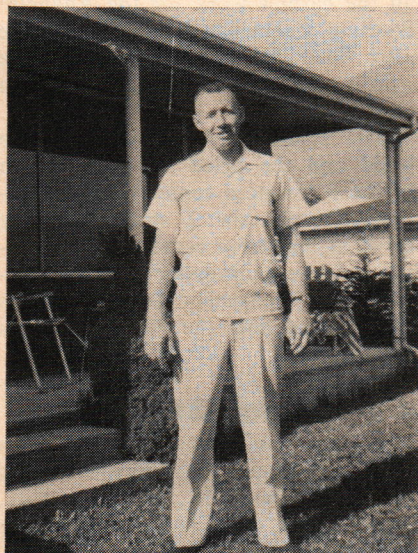
Secretary of Labor W. Willard Wirtz recently announced the modification of some federal child labor regulations, including the following changes:

Sixteen and 17-year-old youths now may work as helpers on motor vehicles, provided they do not ride outside the vehicle cab; operate motor vehicles on most private property; and operate and ride on automatic elevators. From June 1 to Labor Day only, 14 and 15-year-olds may be employed until 9 p.m. In addition, minors in this age group will be allowed to participate in Neighborhood Youth Corps work-training programs during school hours if there is adequate assurance that the employment will not interfere with the youth's schooling, health, and well-being.

Perseverance Wins

Teamster Agent Retraces Steps To Bring Unionism to Workers

"Never quit" has become almost a slogan through the years for Teamster organizers, and the story of an experience of George Beadle, a busi-



Business Agent George Beadle of Teamster Local 351 wouldn't give up when it appeared that his house-to-house organizing campaign had failed. P.S.: Teamster perseverance paid off.

ness agent for Teamster Local 351 in Vancouver, B.C., is the latest example of perseverance to come to attention.

After a lengthy organizing campaign which required house-to-house calls by Beadle on some 100 employees of Mortifee Munshaw Ltd., a photo developing company, the Teamster business agent was able to get the majority of the workers signed up and collect a month's dues, as required by Provincial law, to apply for certification.

Last January 23rd, John Brown, secretary-treasurer of the local union, made the proper application for certification to the British Columbia Labour Relations Board.

The Board, after more than 3 months' procrastination during which time it entertained numerous letters from the photo company objecting to Local 351's application, rejected the union on the ground that the unit was inappropriate for collective bargaining.

Brown, Beadle, and other officers of the local union talked over the setback and decided to disagree with the government. They mapped plans to reapply for certification of the photo worker unit.

Because there is a section of the British Columbia labor code that states cards must be signed within a 90-day period prior to application for certification, it was necessary that, if Local 351 was to reapply, all the employees would have to fill in new cards.

Foot Weary

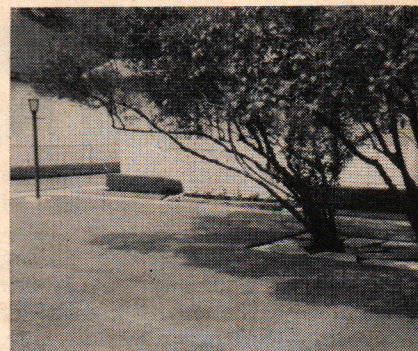
This meant back to the foot-weary task for Beadle of conducting a second house-to-house campaign.

Beadle got at the work right away and not only was successful in getting all the Mortifee Munshaw workers who had previously signed up and were still with the company, but also coaxed signed cards from many of the workers who refused to sign in the first organizing drive.

2nd Go'round

The result was that on the second go-around, Local 351 had a much larger percentage of the company's

Champ Garden



George Reigler, a member of Teamster Local 710 for more than 20 years, recently won first prize in a good gardening contest sponsored by a Chicago newspaper. The photo of Reigler's yard explains why he was chosen the gardening king.

workforce with which to reapply for certification to cover all employees except the office staff and salesmen. The new application was made last May 5th.

Certified

Once again the company made vigorous objections to the local union's application. However, on June 23rd, the Labour Relations Board gave in and certified the 100 workers for the photo firm which is the largest in British Columbia.

Business Agent Beadle now has negotiations underway for an initial agreement and it's a good bet that he will get the job done in good order.

High Court Views Union Solidarity

"National labor policy has been built on the premise that by pooling their economic strength and acting through a labor organization freely chosen by a majority, gives employees the most effective means of bargaining for improvements in wages, hours, and working conditions. This policy extinguishes the individual employee's power to order his own relations with his employer and creates a power vested in the chosen representative to act in the interests of all employees. An employee may disagree with many of the union decisions, but he is bound by them . . .

"Integral to this federal labor policy has been the power in the chosen union to protect against erosion of its status through reasonable discipline of members who violate rules and regulations governing membership. That power is particularly vital when the members engage in strikes. The economic strike against the employer is the ultimate weapon in labor's arsenal for achieving agreement upon its terms, and the power to fine or expel strikebreakers is essential if the union is to be an effective bargaining agent."—from the U.S. Supreme Court decision in the case of *NLRB vs. Allis-Chalmers Mfg., Co.*, June 12, 1967.

'Right-to-Work' Prepares to Feed On Labor

THAT PARASITE which feeds upon collective bargaining, paying fabulous salaries to its members and creating chaos in the area of labor-management relations, is stepping up its activities.

Known officially—and deceitfully—as the National 'Right-to-Work' Committee, the organization will be pushing for compulsory open shop laws in the legislatures of 13 states next year.

Heretofore, the anti-labor committee tried to amend state constitutions to outlaw the union shop by putting the issue to the voters. Meeting with no success via this route, the committee next year is hitching its star to the conservative trend in state legislatures, hoping to pass laws in state assemblies which will force open shop on working men and women. States where the committee hopes to put working men and women in economic irons are:

Montana, Idaho, Washington, New Mexico, Oregon, California, Missouri, Oklahoma, Kentucky, Pennsylvania, Delaware, Illinois and Massachusetts.

While so-called 'state committees' are trying to pass compulsory open shop on the state level, the national committee will be attempting to influence restrictive legislation on the national scene.

Helping to feed this parasite upon the national collective bargaining process is Section 14(b) of the Taft-Hartley Act which gives the states the right to pass more stringent provisions for union security than the federal government reserves for itself.

The House of Representatives has passed a repeal measure wiping out Section 14(b), but the measure was filibustered by Senator Everett Dirksen in the Senate.

Long a legislative target of organized labor, Section 14(b) causes organized labor to spend large sums of money and many hours of time fighting off the 'right-to-work' parasite.

While giving lip service to a federal labor policy of free collective bargaining, reactionary members of Congress continue to support Section 14(b), knowing that it syphons off labor's resources and makes labor less effective at the bargaining table.

Takes to Wheels

NY Teamster Health Center Goes Mobile for Checkups

The Teamster Health Center, which has served thousands of New York City Teamsters with diagnostic and health advisory services for the past 5 years, will take to wheels in the coming months to provide health examinations for many thousands more at their work locations.

Sponsored by the Labor and Management Trustees of the Teamster Joint Council 16 Hospitalization Fund, a "healthmobile" will visit various plants on a regularly scheduled basis with a free, simple testing program that will include a chest X-ray, blood pressure check, and also counts for hemoglobin, urine sugar, and sputum analysis for heavy smokers.

Free of Charge

John Hoh, chairman of the joint council program, said the entire health checkup will be free of charge for members covered by the insurance. He added that the program has the full approval of the New York City Department of Health.

Dr. Lena Halpern, medical director

of the Teamster Center, explained that the simple tests, made in a matter of minutes, would screen out lung and some heart conditions, sugar diabetes, high blood pressure, and anemia.

Hoh said that results of the examinations will be completely confidential and will be mailed directly to the member. If anything is discovered by the medical team that suggests a follow-up is needed, the Teamster will be advised to see his family physician or, should he desire, to visit the Teamster Center for further testing.

On the Job

Wherever possible, the check-ups will be given on the job and will require no advance preparation such as a limitation on eating or taking liquids prior to the exam.

Hoh said the plan is to provide the mobile examinations for all major participating Teamster groups during the months of January and February. A preliminary trial run will be conducted at a brewery in December.

Council Stages RTW Debate

Delegates to the semi-annual meeting of Montana Teamster Joint Council 23 were treated to a novel debate during the 2-day proceedings.

The debate was on the subject of so-called "right-to-work" laws and was participated in by Don Blewett of the Western Conference of Teamsters research department, and Richard Hollingsworth, Teamster legislative representative in the Mountain states.

Blewett, performing in the role of the devil's advocate, did an effective job in advancing the viewpoint of an employer who labored under the misapprehension that workers are doing, and will do, just as well economically without having a strong union to get them good wages and conditions and to achieve equitable settlement of grievances.

But despite his treatment of the subject, according to Council President Robert Rumpy, Blewett's argument fell short of the indisputable facts offered by Hollingsworth. A panel of judges concluded that Hollingsworth carried the debate and presented a more convincing case.

Rumpy said the novel approach to the RTW subject succeeded in conveying to the delegates the pro and con of a topic bound to receive wide attention in at least 5 western states in the months ahead.

When You Arrive
At the Scene
Of an Accident

WHAT CAN YOU DO TO SAVE A LIFE?

*Copyright 1967—The American National Red Cross

This is the second of a series of four articles prepared by the American Red Cross to give you some basic information about what to do when you arrive at the scene of an accident on the highway. As a result of the proper use of this information, you may save a life. These articles are not intended to replace first aid training. A first aid course will prepare you for the unusual and unexpected care you may have to give.

The victim of a highway accident often suffers more than one injury. He may be bleeding externally. His air passage may be blocked so that he may be breathing with difficulty or not at all. He may have suffered fractures and be bleeding internally. There is no time to lose if his life is to be saved.

In this second of a series of four articles we will discuss what you can do when an accident victim is bleeding externally. Such bleeding must be stopped at once or death can occur very rapidly.

The areas of the body most frequently injured in a vehicle accident are the face, the head, and the chest. Facial and head wounds can occur when a driver or a passenger is thrown into the windshield or against other parts of a vehicle. Chest injuries can result when a driver strikes the steering wheel or post. It is a well-established fact that if drivers and passengers would wear their seat belts the number of deaths could be substantially reduced and injuries could be minimized.

On your arrival at the accident scene, you will have set in motion or helped to carry out the things which must be done to protect or help the injured as we outlined in the first article in this series. You will have pulled your vehicle into a safe place, set your flashing lights going, checked how many people are involved, and determined which victims need immediate first aid care for injuries that could quickly lead to loss of life.

Primary Objectives

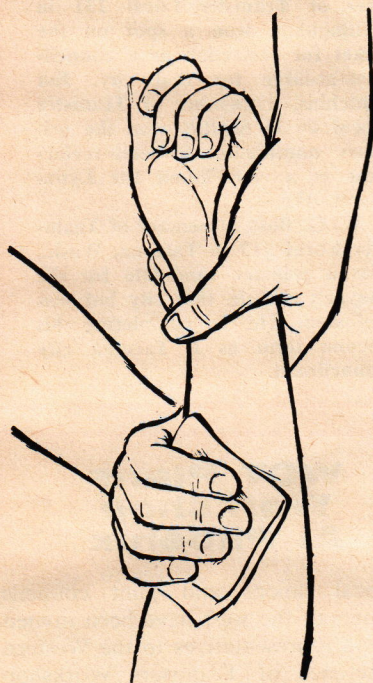
There are *three* primary objectives to remember when giving first aid to the seriously injured. They are (1) control serious bleeding; (2) prevent or treat for stoppage of breathing; and (3) prevent further damage to injured parts of the body. Circulation of blood and exchange of air in the lungs provide oxygen to the brain and other vital organs. Consequently, if a victim has serious bleeding and breathing problems, first aid for both may have to be given almost simultaneously. Brain damage or death can occur in four to six minutes unless there is an adequate supply of oxygen reaching the brain cells.

To prevent further damage do not handle seriously injured persons unless it is absolutely necessary, and *all* injured persons should be kept lying down to help prevent or delay the onset of shock. Shock can result in death even though the injury which causes the shock might not, necessarily, be a fatal one.

FIRST AID FOR BLEEDING

Direct Pressure

Blood spurting or flowing rapidly from a wound can almost always be controlled by applying pressure directly on a wound. It is best to use a sterile dressing, a clean cloth, or a part of the clothing if no other cloth is available. The cleaner and more sterile the material used, the better chance of pre-



1.

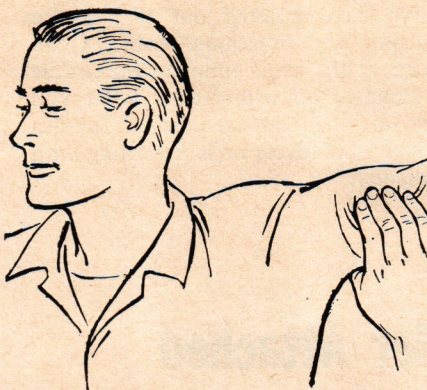
venting infection. If necessary materials are not immediately available, use your bare hand until they can be brought to use. If the bleeding saturates the dressing, *do not* remove it. Apply more layers on top. Direct pressure can be maintained by bandaging the compresses snugly into place. Do not bandage too tightly for this can cause increased bleeding by restricting the flow of blood through the veins back to the heart. Elevate a bleeding arm or leg to reduce the blood pressure if there are no fractures and such elevation will not cause additional damage to the injured part. (See Illustration 1.)

As direct pressure and elevation are applied, you can, when necessary, also use your fingers or the heel of your hand to press a supplying blood vessel against the underlying bone. Such pressure causes the bleeding to diminish. This procedure can be used for an injury to the arm or leg.

There are *two points on each side of the body* where pressure against the

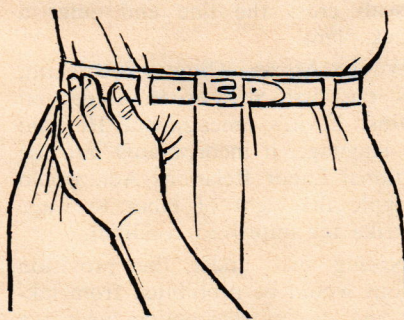
supplying blood vessel is of occasional use.

Arm Artery—Pressure on the inner half of the arm, midway between the elbow and the armpit, diminishes the bleeding in the arm, forearm, and hand. (See Illustration 2.)



2.

Leg Artery—If pressure is applied just below the groin on the front, inner-half of the thigh, the main blood vessel is compressed against the underlying pelvic bone. Such pressure, when properly applied, diminishes bleeding from wounds in the thigh, leg, and foot. (See Illustration 3.)

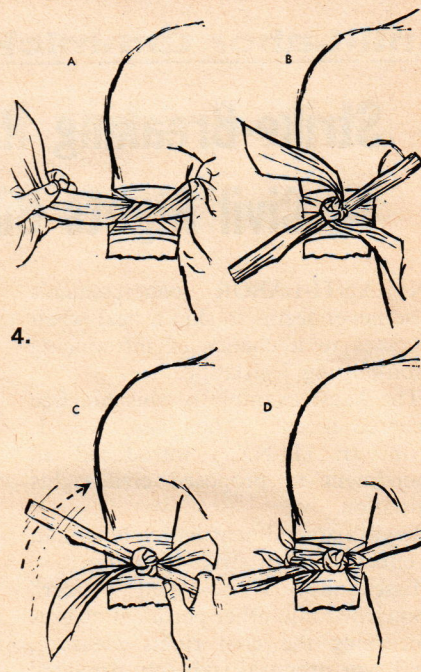


3.

Tourniquet

A tourniquet should be applied *only* when it is not possible to control bleeding from an arm or a leg by direct pressure, elevation, and use of the pressure points, and there is a choice to make between the loss of life or the possible loss of a limb. *The tourniquet is rarely needed.* It may be used when large arteries are severed or in cases of partial or complete severance of an arm or a leg. If you must apply a tourniquet, place a piece of flat material at least 2" wide (do not use a rope or wire) just above the wound. Wrap the material tightly twice around the limb, if possible, and tie a half-knot. Place a short stick or

similarly strong object on the half-knot, and tie a full knot. Then, twist the stick until the blood flow stops. *If the tourniquet is not tight enough, bleeding from the wound can increase.* Next, secure the stick in place with a strip of cloth. (See Illustration 4.) Be sure to place a note on the victim, where it can be seen, describing the location of the tourniquet and the time it was applied. Victims on whom tourniquets have been applied *need medical attention* as soon as possible. *Do not release the tourniquet.* This should be done only by a doctor.



FIRST AID FOR SHOCK

To help prevent and care for shock, keep the victim lying down. Shock is essentially a blood circulatory problem, and its effects on the body are much the same as uncontrolled serious bleeding. The lying-down position aids the flow of blood to the head and chest, where it is most needed. Elevate the lower part of the body 8 to 10 inches except when (1) there is a head injury, (2) there is difficulty in breathing, or (3) the victim complains of pain when elevation is attempted. When there is difficulty in breathing, elevate the victim's head and shoulders, *not* the lower part of the body.

Prevent a large loss of body heat. If the victim is lying on the ground, cover him on top, and, if possible, underneath his body according to the prevailing temperature of the environment. Do not cause sweating. It is

better if he is slightly cool than too warm.

In summary:

Control severe bleeding as soon as possible.

- Use direct pressure. This will control most bleeding.
- Elevate the part where possible.
- Use an arm or leg pressure point if needed.
- If you are unable to control the bleeding with direct pressure, eleva-

tion, pressure points and the person is in danger of bleeding to death, a tourniquet can be used.

- Keep victim lying down to care for shock and protect him from additional injuries.
- Prevent a large loss of body heat.

We have pointed out that severe bleeding and breathing problems can occur at the same time. In the article to follow, we will discuss what you can do when an accident victim has stopped breathing or is breathing with difficulty.

Anti-Labor Gimmick

Strike-Breaking Rider Attached To Civil Rights Bill Amendment

AN ANTI-LABOR congressman's pulse never seems to skip a beat when it comes to a chance of introducing union-busting legislation.

The latest example of this practice occurred recently when Sen. Sam J. Ervin, Jr. (D-N.C.) introduced an amendment to proposed civil rights legislation.

Ervin's amendment basically would, in effect, legalize strike-breaking.

Essentially a so-called "rider" sandwiched into other pertinent clauses concerning the civil rights measure, the Ervin proposal suddenly provided for an amendment to the National Labor Relations Act, and read in part:

The Rider

"... Provided further, that nothing in this paragraph shall be construed to permit any labor organization or its agents to impose, or any court to enforce, any fine or other economic sanction or any disciplinary action whatever against any member who elects not to participate in any strike or other concerted activity in accordance with the right vested in him..."

Capitol Hill observers quickly concluded that Ervin introduced the amendment as a way of retaliating at the U.S. Supreme Court's recent historic *Allis-Chalmers* decision which permits unions to fine members who scab during a strike. (See page 20).

In other words, not satisfied with wanting to take away organized labor's right to discipline its own members,

Ervin also wants to make it a federal criminal offense for union members to interfere with a scab who's going to or coming from work.

This could mean that every man on a tight picket line would be guilty of a federal crime if he refused to let a scab cross the line and enter a struck plant.

Wayne Morse, Oregon Democrat, was the first Senator to come out against Ervin's amendment. He said the language, if incorporated into the National Labor Relations Act, would "cripple the right of labor to wage a strike for improved conditions."

Noting that under the provision unions would be prohibited from taking any disciplinary action against a strikebreaking member, Morse said:

Anarchy

"Thus, for the first time, labor unions are singled out among all organizations for a prohibition against any discipline of their own members, even those who violate the first duty of union allegiance by assisting the employer against the common cause of fellow unionists in a strike for better working conditions."

He continued:

"Sen. Ervin's proposal would enact a rule of organizational anarchy for labor unions alone. It would bring Congress to the aid of anti-union employers. This harsh and restrictive proposal deserves to be rejected by every member of the Senate."

Teamsters Post Wins Politically

Two Teamsters Union members scored victories and a third went down to defeat in recent primary elections in the State of Washington.

Marvin Eggert, secretary-treasurer of Teamster Local 231 in Bellingham, won a spot on the ticket for reelection as a councilman-at-large for that city. Jim Hutchins, a member of Teamster Local 66 in Seattle, won the primary nomination to seek reelection as a councilman for Lynnwood, Wash.

W. G. Bott, a member of Teamster Local 313 in Tacoma, Wash., was a primary candidate for the mayor's race in that city but was defeated. He is completing his second term as a Tacoma city councilman.

WCT Plans Workshop At Phoenix

Local unions and joint councils throughout the west have been invited to send representatives to the Western Conference of Teamsters Workshop scheduled to be held in Phoenix, Ariz., this coming January 22-24.

International Vice President Einar O. Mohn, director of the Western Conference, said the meetings will be held at Del Webb's Towne House in Phoenix. Registration for the meeting will be Sunday, Jan. 21.

Teamster Elected Sheriff

Joe Taylor, a member of Teamster Local 984 in Memphis, Tenn., recently was elected sheriff of Tate County in Mississippi.

He was assisted in the campaign by Local 984 members and the DRIVE Ladies Auxiliary, and scored a large majority over stiff opposition.

Taylor was a job steward at Herman Bros. Truck Lines in Memphis before the election.

DRIVE REPORT

NLRB Under Assault in Senate Hearings

DLA St. Louis Gathering



Welcoming Mrs. Josephine Hoffa to St. Louis are (left to right): Rosella Greise, past president of the St. Louis DRIVE Ladies Auxiliary; Amelia Hussman, recording secretary of DLA; 'Jo' Hoffa, national president of DLA; Anne Ireland, current president of St. Louis DLA, and Jim White, DRIVE director for Joint Council 13.

'Jo' Hoffa Visits St. Louis In Motorcade Follow-Up Trip

When members of the St. Louis DRIVE Ladies Auxiliary made their annual motorcade visit to Washington, D.C., last summer, Mrs. Amelia Hussman, recording secretary for the group, invited Mrs. Josephine Hoffa, National DLA president, to attend an annual card party sponsored by the St. Louis DRIVE ladies.

The St. Louis DRIVE ladies rolled out the red carpet under the leadership of Anne Ireland, president, upon receiving word that Mrs. Hoffa could attend the party. They met the Teamsters Union "first lady" at the airport and a full schedule of events followed.

After attending Mass at St. Francis Xavier Church, Mrs. Hoffa proceeded to Council Plaza, a Teamster-sponsored retirement center, where she was greeted warmly by the nearly 400 resi-

dents who opened their doors and hearts widely.

Following a tour of the facilities and lunch with the retirees, Mrs. Hoffa was escorted to Grambrinus Hall, the attractive new headquarters of the brewery local unions in St. Louis. Here again she was welcomed by an overflow crowd in attendance at the card party.

Mrs. Hoffa made a brief address to the Teamster wives and mothers, emphasizing the importance of the role women can play in the political activities of the labor movement.

Among the guests at the card party was Missouri State Sen. Robert Pentland, a member of Teamster Local 688, who extended his personal welcome to Mrs. Hoffa who was accompanied by her daughter, Barbara Crancer.

23 Proposals Pending to Abolish Board

A FULL-SCALE assault on the National Labor Relations Board is scheduled for February, 1968, when a so-called select subcommittee of the Senate Judiciary Committee begins hearings into the activities of the NLRB.

The subcommittee was appointed by Senate Judiciary Committee Chairman James Eastland, of Mississippi.

With one exception, all members of the subcommittee are from so-called 'right-to-work' states.

The exception is Sen. Everett Dirksen, Illinois Republican who last year successfully led a filibuster to kill repeal of Section 14(b) of Taft-Hartley—that section of the nation's labor law which permits states to pass compulsory open shop legislation.

Besides Dirksen, subcommittee members are:

Sen. Roman Hruska (R-Nebr.); Sen. John McClellan (D-Ark.); and Sen. Quentin Burdick. Sen. Sam Ervin, of North Carolina, will act as chairman.

The hearings come at a time when no less than 23 proposals are pending in the Congress to abolish the National Labor Relations Board in favor of labor courts and other anti-labor procedures.

The stated purpose of the hearings is to investigate the manner in which labor laws are being enforced by the NLRB and to determine whether or not the NLRB has become a law-making rather than a law enforcing agency.

A clue as to the prejudice of the committee stems from the fact that Ervin is the first U.S. Senator to appear before the U.S. Supreme Court

(Continued on page 26)



SPOTLIGHT ON WASHINGTON

CAN A POOR MAN run for high office? Well, not very effectively, as is borne out by the comments of Sen. Joseph Clark (D-Pa.), recently. Clark emphasized the high cost of campaigning for public office when he discussed the price of buying TV time for campaigning purposes. . . . Clark revealed that advertising sources inform him it costs an average of 10 cents per every man, woman and child in his state. Clark figures his TV bill would run to about \$1,150,000. Pennsylvania has a population of some 11.5 million persons.

REMEMBER THE FUROR over rats this summer in the nation's Capital. Well, the senate has passed a compromise \$589 million partnership for health bill which will provide \$40 million to kill rats in the nation's slums. . . . After a senate-house conference, the bill will provide the \$40 million in unearmarked funds for a 2-year rat control program.

THE SENATE has beat back a Republican move to boost Social Security taxes next year by \$1.4 billion more than recommended by the senate finance committee. Under present law, tax paid by employee and employer will remain at 4.4 per cent next year. The senate bill would raise the taxable base from \$6,600 to \$8,000.

SEN. RALPH YARBOROUGH has accused cigarette manufacturers of outrageous deception in TV advertising which glamorizes smoking and identifies it with "the beautiful people." . . . He made the remarks in support of Sen. Wayne Morse's bill to prohibit TV and radio cigarette advertising and alcoholic beverages during the hours when children watch or listen in large numbers.

PRESIDENT JOHNSON has signed into law a bill to reduce air pollution. Johnson declared America's only choice is to "stop poisoning our air—or become a nation in gas masks, groping our way through dying cities and a wilderness of ghost towns." . . . The bill stresses need for a regional attack on air pollution and would authorize federal emergency action if necessary to shut down pollution sources that endanger health. Also, the bill authorizes California to continue to set stricter rules against auto emissions than provided under federal law.

THE PENTAGON has ordered the largest draft call in 14 months—34,000 men—for January, all headed into the Army. . . . The nation's military declared the large draft was needed to replace the large number of men drafted two years ago when it was in the midst of its "initial strength buildup."

N.L.R.B. . . .

(Continued from page 25)

on behalf of a client while serving in the senate since Thomas Jefferson.

Ervin represented Darlington Mills and J. P. Stevens before the Supreme Court. Darlington Mills and its owner Stevens have one of the longest lists of unfair labor practices ever compiled in this country's history of labor-management relations.

Coupled with the 'right-to-work' background of the other subcommittee members, organized labor can expect the worst from its hearings.

Although organized labor has its quarrels with the decisions of the NLRB, it is generally agreed in labor's ranks that the agency is the only effective means of enforcing the labor laws of the country and protecting the right of working men and women to organize and bargain collectively with their employers.

Local 776 Signs 700 To Checkoff

With approximately 1,100 members under the National Master Freight Agreement, Teamster Local 776 of Harrisburg, Pa., now has well over 700 of them signed up on DRIVE checkoff as a result of a recent campaign there.

Clarence Steck and Charles Deaner, president and secretary-treasurer of the local union respectively, spearheaded the DRIVE membership campaign with the aid of Wallace Clements, DRIVE field representative.

Playing a prominent role in getting the drivers and dockworkers signed up was Thomas Gummo, a former business agent for Local 776, and Pete Linn, a DRIVE worker, who contacted every member employed at Motor Freight Express Terminal.

Clements lauded the work of Gummo, noting that he was "happy to help his union." Clements added, "We need lots more men like this in the labor movement today."

● Volunteer

Werner Wolf, a member of Teamster Local 3 in New York City and employed as a brewer for 33 years, also has been a volunteer fireman in his home town of Deer Park, Long Island, for almost 38 years.

History Passes Working People By Because of Political and Legislative Apathy

(Editor's Note: The following is reprinted from the November, 1967, issue of the 299 News, monthly publication of Teamster Local 299 in Detroit.)

By Josephine Hoffa
National President, DRIVE Ladies Auxiliary

DURING one of my recent and frequent trips to Washington, D. C., I toured Statuary Hall in the nation's Capitol building. There, as many of you who have participated in Teamster motorcades know, are statues of the Congressmen and Senators from across the nation who have contributed to America's history.

Regardless of how bitter we might become, from time to time, about the failings of the Congress to legislate for the common good, I am always thrilled when I walk through Statuary Hall. After all, the nation's Capitol building, where Congress meets, is the center and the heartbeat of our country.

While I stood there the last time, I could not help but think that far too many of us, and I'm talking about working men and women, not only let history pass us by, but never really make any effort to be a part of that history.

I am well aware that few of us, indeed, will ever become Congressmen and Senators. But I am not talking about that. I am talking about participating in the elective process and about being active in politics and the legislative process at the local level.

Many times in your DRIVE publications you have seen figures on the small percentage of working men and women who register to vote. Yet, the figures show that men and women at the management level not only register and vote but also participate in the political process vigorously.

Is it really any wonder, in view of those facts, that organized labor is continually on the defensive in the legislative and political process at both the Federal and the local levels?

Is it really any wonder that near panic runs through the ranks of organized labor when an anti-labor bill is introduced in the Congress, or that apathy and pessimism dominate our thinking when labor pushes for a bill it needs—like repeal of Section 14(b) of Taft-Hartley or the right to picket

at construction sites?

Is it really any wonder that throughout this country's history we find that labor leaders are political targets and political prisoners, attacked almost at will by politicians who understand that working people are not organized politically to defend themselves and their leaders from political attack?

These are the kind of thoughts I have as I stand there in Statuary Hall in the nation's Capitol, and they are really very sad thoughts.

Yes, history passes so many of us by who work for a living simply because we do not exercise our franchise to vote and participate in politics and the legislative process. We do not register to vote, we do not attend precinct caucuses, we do not help in the

selection of candidates for public office, many do not join DRIVE, and we do not effectively communicate with public officials once they are in office.

What makes it all so sad for me is that this country was built by the sweat of the working man's brow. As Abraham Lincoln once said, before there was capital, there was labor, your labor, your parents' labor, and their parents before them.

The simple truth is that until we in organized labor and in the Teamsters take up politics and the legislative process as every day order of business, we working men and women have built this country and turned it over to others to enjoy for their benefit.

'Jo' Hoffa in Statuary Hall



Share the Load

Holland Tax Reform Bill Calls for 10-Point Change

Rep. Elmer J. Holland (D-Pa.) recently introduced a tax reform bill calling for 10 changes in the federal tax structure which would bring needed additional revenues into the treasury without putting the burden on the shoulders of the wage earners of the nation.

Holland's proposal would yield an estimated additional \$4.1 billion annually—approximately the amount which would have been raised by the proposed 10 per cent surtax—which would do so by eliminating provisions in the existing revenue code characterized by the congressman as "loopholes."

In a statement on the House floor, Holland said:

"I have no deep-died opposition to raising taxes to pay the extraordinary expenses of the war. Federal income taxes today are lower than they were

during the last Republican Administration, and a modest increase may be defensible.

"But before we try to raise needed revenues by raising the taxes of every wage and salary earner, we ought to close up the loopholes and eradicate the 'privileged sanctuaries' which selected groups of special interest businessmen have managed to carve out for themselves."

Share the Load

Holland emphasized:

"Our taxes buy us the most democratic and freest government ever known to man. All in all, it's not a bad bargain. But it would be a better bargain if everyone shared the load more equally."

The 10 changes offered in Holland's bill:

1. Taxing capital gains on assets

which escape taxation at the death of the owner—an estimated saving of \$2.5 billion.

2. Eliminating the unlimited charitable contributions deduction—saving approximately \$50 million.

3. Eliminating special tax treatment for stock options—saving an estimated \$100 million.

4. Eliminating the \$100 dividend exclusion—saving some \$200 million.

5. Eliminating the benefits derived from multiple corporations—saving \$200 million.

6. Removing the tax exemption on municipal industrial development bonds—saving \$50 million.

7. Reducing the oil depletion allowance from 27½ per cent and the depletion allowance on other minerals from 23½ per cent to 15 per cent in both cases—saving \$800 million.

8. Establishing the same rate for gift and estate taxes—saving \$100 million.

9. Eliminating payment of estate taxes by the redemption of government bonds at par—saving \$50 million.

10. Eliminating accelerated depreciation on speculative real estate—saving \$100 million.

• Drug Plan

Seattle Teamster Local 353 has recently negotiated a prepaid drug prescription program believed to be the first such plan to be won by a Teamster local union.

The plan calls for payment of 80-percent of all drug prescriptions purchased from a licensed pharmacist including a provision covering so-called maintenance drugs used by heart and diabetic patients for a small service charge.

George French, secretary-treasurer of Local 353, plans to introduce the new prepaid drug prescription plan in negotiations involving other contracts as the current agreements expire.

• In Kentucky

Employees of Westinghouse Air Brake Co., fluid power division in Lexington, Ky., recently voted for representation by Teamster Local 779.

J. D. White, Jr., secretary-treasurer of Local 779, said 176 workers were eligible to ballot. The vote was 88 for the Teamsters, 2 for a Machinist lodge, and there were 75 "no" votes.

The new bargaining unit includes all production and maintenance workers.

Citizens Awards



Jerome J. Sullivan (left) and Kenneth Moore (right), members of Teamster Local 725 in Chicago, Ill., recently received "citizens awards" presented by Superintendent James B. Conlisk, Jr., of the Chicago Police Department. Sullivan and Moore, while in their armored truck on a downtown street, witnessed the attempted shooting of a Chicago police cadet by a fleeing jewelry store bandit. The Teamsters gave chase, both in the truck and on foot, and assisted in the capture of the bandit. Moore is recording secretary of Local 725.

● Still Tops in Elections

Teamsters Union affiliates continued to lead the victory parade in single-union representation elections conducted by the National Labor Relations Board last September.

Teamsters were on the ballot in 166 of the 537 single-union elections for an average of nearly 31 per cent. They won 98 of the total 317 single-union election victories won by all unions combined—an average of 26 per cent.

Of the 12,871 workers eligible to vote in the single-union wins, 2,084—or nearly 13 per cent—cast their ballots in Teamster victories.

● Aerospace Training

More than 26,000 workers have been trained on the job for aerospace occupations since the program began in 1963, according to the Department of Labor.

Most of the trainees were jobless when they entered the program under the Manpower Administration which allocated \$10.3 million for on-the-job training programs in 26 states.

The great majority of the aerospace trainees, some 14,400, were concentrated in California where more than \$5.5 million of the training funds were funneled.

● Sales Tax Bite

During the year ended June 30, 1967, there was a 6.8 per cent boost in total state-local tax collections which hit \$60.7 billion compared with the previous record high of \$56.9 billion a year earlier.

Commerce Clearing House reported that sales taxes, which hit the poor the heaviest, soared to \$10.1 billion for a rise of 7.9 per cent in the same period.

In the past, sales taxes have accounted for about one-fourth of all state tax collections. But during the 1966-67 period, they accounted for almost one-third of all taxes collected by the states alone.

● Bullhorns Okay

Use of bullhorns by pickets or union officials in the direction of strike activities is proper and in line with their right to freedom of speech, according to a recent ruling by a California judge.

Justice Philip Conley of the 5th District Appeals Court decided that pickets of a farm worker organizing committee could use bullhorns to let vineyard

workers know about their grievances and what they intended to do.

The decision nullified a preliminary injunction that had been granted by a lower court jurist prohibiting use of the voice amplifiers.

● Reasons for Moonlighting

Commenting on the fact that 3.6 million workers moonlight on second jobs, the Labor Department recently attempted to answer the question of why moonlighting:

"The primary reason seems to be economic. Many moonlighters need, or believe they need, additional income. For some, a second job is a necessity. A second job enables others to live at a higher standard.

"For still others, a second job may be the means by which they are able to maintain a standard of living that would otherwise be lost because of, for example, sudden large expenses, loss of wife's income, or a decline in earnings on the primary job."

● Public Favors Unions

A recent nationwide poll on the attitude of Americans toward trade unions revealed that about 3 of every 4 citizens with opinions on the subject answered favorably toward unions.

In reply to the Gallup question, "In general, do you approve or disapprove of labor unions," some 66 per cent said they approved, 23 per cent disapproved, and 11 per cent had no opinion.

An unusual aspect of the survey was that 90 per cent of those polled said they were familiar with the UAW strike at Ford Motor Co. Of these, 40 per cent were on the side of the company, 26 per cent on the UAW's side, and 34 per cent had no opinion.

● Air Cargo Prediction

An airline president recently predicted that movement of cargo by air will be greater than the movement of people by air within the next 10 years.

Harding L. Lawrence, head of Braniff, said an important factor in the rapid increase of air freight space availability has been the introduction of passenger craft that can be converted into cargo haulers during non-peak passenger hours.

Present and future route applications before the Civil Aeronautics Board, Lawrence said, will result in route awards that will give every major city an

opportunity to be an international marketing gateway.

He said, "Companies will be able to search out and be competitive in markets they could not consider before."

● Consumer News

There was good news for the nation's consumers recently when President Johnson signed a bill creating a product safety commission which he said "will help all Americans."

Johnson said that while technology has brought many blessings, many of them are "booby trapped" and cause needless tragedy.

He noted that annually, 125,000 Americans are injured by faulty heating devices, 100,000 by faulty power mowers and washers, 40,000 by falling through glass doors and 30,000 by defective wall sockets and extension cords.

The new commission, he said, will help put safety first by advising which products are dangerous "so we can be on our guard," and recommending new steps to protect from home hazards.

● Imitation Milk

Imitation milk, a growing threat to the dairy industry, is being sold in more than a dozen states and now an effort is being made to distribute it in the eastern part of the nation.

Already sold in Arizona, California, Oregon, Washington, Idaho, Illinois, Nebraska, Pennsylvania, Florida, Ohio, New Jersey, Oklahoma, Minnesota, Michigan, and New York, the imitation milk is getting a mixed reception.

The sale of imitation milk is prohibited in some states. This has already prompted the argument that imitation milk is not a dairy product but rather a separate product to which consumers are entitled.

● Wages and Prices

It was the late Charles E. Wilson who, when president of General Motors, discussed economic relationships between wages and prices by saying:

"I contend that we should not say 'wage-price spiral.' For it is not primarily wages that push up prices. It is primarily prices that pull up wages."

Wilson didn't point it out, but by way of example there was the following case: Between 1961 and 1966, gains for workers at Chrysler totaled 29 per cent—during the same period, Chrysler's after-tax profits increased 1,504 per cent.

● Unionized Doctors

Nine physicians employed by the Grace Lines and assigned to ships recently voted to be represented by the National Maritime Union.

NMU officials say that doctors employed by some other ship lines are also showing interest in bona fide union representation.

● Christmas Buying

The National Retail Merchants Assn., estimates that 1967 Christmas buying will exceed 1966 by 6 per cent to reach a new record.

Total retail Christmas sales last year were estimated at \$26 billion. If the 6 per cent estimate holds true for this year, the 1967 sales will near the \$28 billion mark.

● Medical Jurisdiction

Reversing a 1960 ruling, the National Labor Relations Board recently announced that it was taking jurisdiction in collective bargaining elections involving privately owned hospitals and nursing homes.

The Board set up gross annual income standards of \$250,000 for proprietary hospitals and \$100,000 for private nursing homes under which it will take jurisdiction.

The ruling is expected to affect many of the approximately 970 private hospitals and 18,000 nursing homes in the nation.

● Road Sign Plans

Artists and transportation specialists were among some 250 persons at a recent meeting studying the problem of simplifying road signs.

Lowell K. Bridwell, federal highway administrator, said accident figures show a need to harness the kind of talent that produces eye-catching advertising on television and in newspapers and magazines for use in road signs.

Among sign developments under consideration are 3-dimensional signs, electronic signs, and non-verbal signs that seem to move because they use a plastic material that changes in appearance as the angle of view changes.

● Transit Study

A study to determine whether a free transit system is feasible has been undertaken by the Department of Transportation.

A 6-month study will be conducted in Boston, Mass., by an independent research agency to examine the effect of free transportation as an incentive for use.

The study also will determine to what extent a free transportation system might be used by low income groups and the impact of such matters as trip time and convenience.

● First Moonlighter

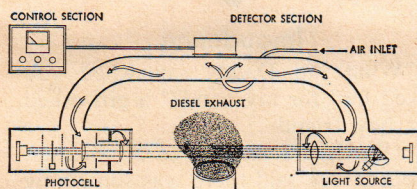
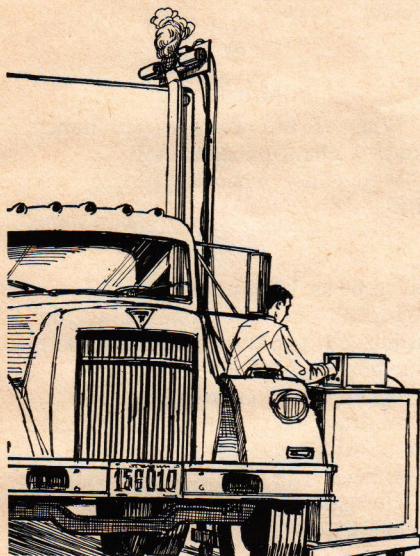
Herman Webblewus, a retired janitor and jack-of-all-trades living in Stanford, Calif., claims to have been the first and original moonlighter.

Webblewus said he worked as a janitor at the West Coast's largest astronomical observatory. After finishing his clean-up chores, Webblewus would observe the moon through a telescope for 4 hours as an employee of the astronomers.

His job was to watch for meteors striking or heading for the moon. Said Webblewus, "If that isn't moonlighting, I don't know what is."

WHAT'S NEW?

Diesel Smoke Meter



The Clean Air Act, passed in 1963 and subsequently amended, has put a premium on knowledge about vehicle exhaust gases. Federal regulatory agencies now have the power to establish standards for all vehicles, and some have already been established for gasoline-powered vehicles. Diesel engine emission standards are expected by 1970. One of the important first steps in establishing these standards is measurement of the existing exhaust, and this new smoke meter provides an accurate measurement of the smoke shade, one clue to potential air pollution. More trucks may be expected to be checked by this lightweight unit as Federal and state agencies carry out extensive test programs.

The meter consists of a control section and detector section, which is designed for installation on a post or a stanchion which can be adjusted in height and horizontally to position the detecting unit across the exhaust stack

of various vehicles. The detector is placed 3 to 5 inches above the exhaust stack of a diesel, and the vehicle placed under load condition on a dynamometer. The smoke from the exhaust passes between a light source and the photocell, and the scale of the read-out or recording section indicates the percentage of light absorption. The smoke meter can be hooked up to a recorder for making a permanent record.

6/12 Volt Battery

Faster starting for 6-volt electrical system motors is reported for a new dual voltage battery. Equipped with a series/parallel switch, the battery has two 6-volt sections. In normal condition, the switch makes a parallel connection between the sections, providing a total of 6 volts. When the starter button is pressed, the parallel connection is broken and a series connection is made, delivering 12 volts to the starter.

All other elements of the electrical circuit are isolated from the 12-volt current. Thorough testing, the maker says, has shown 6-volt starter motors capable of handling the brief 12-volt starting current.

Among the advantages claimed are starter motor speeds as much as four times faster; easy starting with low compression, high compression, or tightness following an overhaul. The company says that in most installations, no auxiliary switch is required to operate the relay. The list price on the battery and switch is around \$42.00.

Make-Your-Own Magnets

A complete line of magnetic modules has recently been introduced for a number of materials and tool handling tasks. The units, which are available in roller, tube, strip, and rectangular shapes, can perform such diversified tasks as holding materials for spray painting, trapping metallic particles that fall to the floor, cleaning metal fragments from moving sheets or rolls of material, and providing convenient temporary lifting handles for metallic objects.

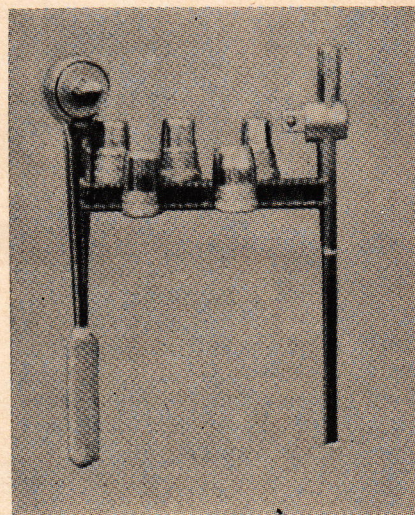
The individual modules are put together much like a child's erector set.

If you are using one of the tubular-shaped magnets for fishing a pipeline, for example, and it isn't powerful enough to pull out an object, you can simply screw another tubular magnet on to it. A general purpose floor sweeper can be constructed out of five or so of the same units.

Strip modules come with either a flat face, most useful for holding flat items, or irregular objects, or a toothed face, which holds rod-shaped parts or objects best.

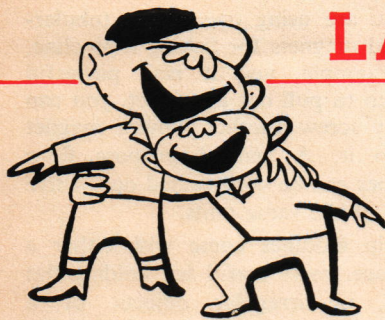
The roll modules can be pieced together on non-magnetic shafts to make a magnetic roller of almost any length.

The magnetic-strip parts and tools holder is especially useful around a truck or automobile shop. It can be placed on the block, to hold tools and iron or steel parts when engine work is being done, or virtually anywhere on chassis and body. It would be an asset on a metal dash for holding those easily-lost items.



WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Cat's Meow

Tim: "You say you were brought up in a tough neighborhood?"

Tom: "It was so tough, a cat with a tail was a tourist."

Preference

Three old gents were talking about the manner in which each would rather die.

The first said; I'd rather be hung, it's the quickest. The second said: I'd rather freeze, it's painless. The third had a different idea: "I'd rather be shot by a jealous husband!"

Cool Comment

Sweet thing (disgusted): "My boy friend has cold feet."

Maid: "Shame on you, young lady. In my day we didn't find out those things until after we were married."

Fractured Ethics

"What is ethics? Well I will show you. Suppose a lady comes into the store, buys a lot of goods and pays me ten dollars too much when she goes out. Then ethics comes in. Should I or should I not tell my partner?"

Nature Study

"You can hold a crocodile's mouth closed with one hand," declares a naturalist. . . . Then all you would have to do would be to maintain the status quo until one of you starved to death.

Exhibit A

Judge, after charging the jury: "Is there any question you would like to ask before considering the evidence?"

Juror: "A couple of us would like to know if the defendant boiled the malt one or two hours and how did he keep the yeast out?"

Viewpoint

A bald-headed man was waiting for his bus in a local depot. A kid walked by with a close crew cut, and as a friendly gesture, the man rubbed him on the head and said, "Hi, Curley." The boy replied, "At least mine will grow back."

Definition

The honeymoon has been identified as that period between "I do" and "You'd better."

Definition

A Jungle Gentleman: A monkey who won't monkey with another monkey's monkey.

Brave Man

Man in a hurry: "Doc, I want a tooth pulled, but I'm in too much of a hurry for you to use an anesthetic."

Dentist: "You're a nervy man. Which tooth is it?"

Man: "Show the doc the tooth that's hurting, Junior."

Read 'Em

Conductor: Can't you see the sign says "No Smoking"?

Gob: Sure, mate, that's plain enough. But here's another dizzy sign that says "Wear Nemo Corsets," so I ain't paying any attention to any of them.

Aerial Observer

The ball player in left field missed three easy flies. Returning to the dug-out between innings, he explained to the coach: "I guess I'll have to get some glasses."

"Glasses!" roared the coach. "You're too far gone for glasses. You need radar!"

Sink or Swim

A policeman stopped by a pool in the park. In front of the pool was a huge sign which read:

"Swimming positively forbidden."

In the pool a man was splashing about. The officer walked to the edge of the water. "I'm going to arrest you," he said, "As soon as you come out of there."

"Ha ha ha!" the man chuckled. "I'm not coming out—I'm committing suicide."

Punch Lines

"When I use your razor, honey, should I change the blade?"

"Well, since when do people bowl all night?"

"How come the hat check girl and the head waiter know your name if you've never been here before?"

"I can't find the rubbing alcohol, darling. Do you mind if I use some of your bonded bourbon?"

"Oh, are you married?"

"A dress like yours just never goes out of style, does it?"

"Officer, can you tell me where I go to apologize for shooting my husband?"

Impudence

"What did Daddy say when you asked him for my hand?" a girl asked her boy friend.

"Oh, he did his best to be pleasant about it. He said there was something about me that he really admired."

"Did he say what?"

"Yes—my impudence."

Hymn Number One

A visitor to a small town asked the chief of police why such a little town possessed two churches. "Well," replied the chief, "it's like this. Half the people say there ain't no hell, and the other half says the hell there ain't!"

Do Something Quick!


This lady was taking her first plane ride. Things were fine until the plane hit turbulent air. As the plane bounced about, she thought it was falling. She shouted to everyone to start praying, and they all did, except one man. When the lady asked him why, he said he didn't know how.

"Well, do something religious!" she screamed.

With that, he started taking up a collection.

FIFTY YEARS AGO

in Our Magazine



VOL. XIV

(From the December, 1917 issue of the TEAMSTER)

Number 12

High Taxes on High Incomes?

MR. OTTO KAHN has quite often recently written many dignified articles in the New York Times against the policy of levying high taxes on large incomes. Mr. Kahn is one of the richest bankers in New York. He claims that if we do in this country as they have done in England—levy heavy taxes on large incomes—that we will drive business to Canada. Mr. Amos Pinchot's answer to Mr. Kahn is worthy of notice:

"Now, although I do not share Mr. Kahn's exceedingly low opinion of the patriotism of American business men, I do not doubt his own patriotism. Notwithstanding the fact that it is only a few years ago since he proposed to renounce his American citizenship and become a British subject, and even went so far as to get nominated and actually start running for Parliament. I do not doubt Mr. Kahn's loyalty. But that is neither here nor there (as, indeed, one might have remarked of Mr. Kahn's citizenship at that time). Mr. Kahn is earnest, and so, no doubt, is Senator Simmons; but their minds work along business rather than human lines; and they cannot pull themselves out of their old rut of thought long enough to realize that a war, in which a million or two Americans may perish and the vast majority of the population suffer economic distress, is a big human problem—big enough to even warrant us in asking business to work for something short of usurious interest; big enough also, to make decent business men entirely willing to do so.

"More effectively than any

other prominent member of the business fraternity, Mr. Kahn has written against large war taxes, but there is in his reasoning (as in that of many rich men, some of them Senators and Congressmen) always an isolation from the human values of the situation. Let us illustrate: Since the war began Mr. Kahn has built himself an enormous Fifth avenue palace, costing several millions, and, on Long Island, he has constructed for his use perhaps the most magnificent country palace in America, a subject of very just pride to the architect.

"Certainly there is nothing

wrong or illegal about building Eighteenth Century palaces with 150 rooms and 30 bath rooms. Although the ladies' auxiliary defense committees might possibly be justified in sending notices to the rich asking them not to build palaces at the same time that they send bulletins to the poor telling them not to overeat. But I do not believe any man could do this who felt what the war meant to the people. No doubt, it gives work to thousands, though work unproductive of the things we need in war. Yet the fact that thousands of school children a few miles away in New York are

unable to maintain their grades on account of malnutrition, the fact that the cost of living has gone up 80 per cent. since the war began, while wages have risen less than 20 per cent., and the further fact that a people, already attacked by the advance guard of war-misery, must feed themselves while they fight Germany; these things, I say, make it evident that one must have a certain degree of detachment from the realities of the case in order to choose this as the appropriate moment to fight war taxes on wealth, and at the same time introduce into the United States a scale of luxurious living unequalled since prerevolutionary days in France.

Price Fixing Boosts Costs

"The New York World points out that the apoplectic earnings of the U. S. Steel Corporation are not due to enormous production either. They are due to deliberate jacking up of prices to an artificial level. In 1913 the price of billets at Pittsburgh was \$26.50, in 1916 \$42 and in the middle of this year \$100. In 1913 plates were \$33.60, in 1916 they were \$73 and in 1917, \$200.

"Nor is it labor charges that have caused these rises, for from 1913 to 1916 total labor charges of this company went up from \$207,000,000 to \$263,000,000, or 27 per cent.; while the price of billets went up over 50 per cent, and the price of plates over 117 per cent. The labor charge figures for 1917 are not available.

Putting it in another way, for every dollar of the corporation's earnings that went to the employees in 1913, the amount that went to the employees in 1916 was \$1.27. But for every dollar that went to the stockholders in 1913 for dividends and surplus, the amount that went to the stockholders in 1916 was \$3.34. It has been the swift taking advantage of the war and of the public necessity caused by it that has swollen the profits of this corporation and scores of other great industrial combinations whose earnings have been still more excessive. Within eleven weeks from America's declaration of war our patriotic steel producers advanced the price of billets by \$25, an amount about equal to the total price of billets four years ago.

If this is not a bid for labor troubles, I would like to know what is.

"Of course, the public need not be reminded that to advance the price of steel or iron, or any such basic necessity of civilization, is to advance the cost of living. It makes farming, building, transportation, manufacturing and all branches of industry more expensive. It is as effective, though less direct, a way, of rendering it harder for the average family to live in war times, as it would be for J. P. Morgan & Co., Mr. Gary and Mr. Schwab to corner the supply of every necessity of existence and arbitrarily raise the prices. If it would be unpatriotic for them to raise the cost of living in war times by direct and visible action of this kind, is it patriotic for them to accomplish the same thing by less direct, less visible, but equally effective action?"

SAFE SPEED *depends on* **CONDITIONS**



**Please Drive Carefully
This Holiday Season**

